

Diversity Committee Meeting Minutes for December 4, 2014

In attendance: Dr. Rafael Fernandez-Botran, Dr. Michael Rowland, Dr. Faye Jones, Stacie Steinbock, Karan Chavis, Ron Welch, Pattie Allen, , Katie Leslie, Dominique Jones, Dr. Lee Mayer, Mike Croghan, Dr. Deborah Davis, Dr. Tom Geoghegan

The meeting was called to order by Dr. Fernandez-Botran with a request to approve the October 2014 Diversity Committee Minutes. The minutes were approved and attention was turned to the agenda items for the day.

Karan Chavis, Chief of Staff to the Dean of the Medical School, was introduced as a new member of the SOM Diversity Committee.

Dr. Geoghegan discussed his recent visit to the 2014 Annual Biomedical Research Conference for Minority Students in San Antonio, TX. Dr. Geoghegan previously attended in 2013, and Dr. Rowland joined in 2014. This is an annual meeting targeting URM undergraduate students (some post-bacs, some graduate students) interested in biomedical sciences. There were an estimated 4,000 students in attendance. Both Dr. Rowland and Dr. Geoghegan commented on the high caliber of the student attendees, and described the conference as a target rich environment for recruitment. The student attendees had significant undergraduate research experience and were interested in summer undergraduate research opportunities at UofL. Dr. Jones suggested that all summer undergraduate research opportunities be added to the HSC Office of Diversity and Inclusion website. There were over 500 exhibitors in attendance with many universities having multiple recruitment tables. Dr. Rowland suggested that UofL programs have a stronger presence for the 2015 conference (multiple representatives including School of Medicine, School of Public Health and Information Sciences, School of Dentistry, and current graduate students), although exhibitor registration is expensive. Dr. Rowland mentioned that there is an upcoming conference in Cleveland this spring targeting Hispanic students who are interested in biomedical sciences.

Dr. Rowland presented Dr. Geoghegan with a retirement gift from the committee recognizing his work and many contributions to diversity at the School of Medicine.

Ron Welch and Dr. Jones provided an update on last month's Cultural Competency Workshop. Ron commented that it seemed to go over fairly well, but students are not completing the post-survey. Dr. Rowland confirmed and shared that this is the lowest response rate ever (currently 203), even with extending the deadline for completion multiple times. Ron will complete the report to submit to the Commission on Diversity and Racial Equality as soon as the survey is closed. Dominique shared her experiences as a participant and all were positive. Other feedback included that the video *Hold your Breath* was too long, the afternoon involved "too

much sitting” from 12-3:30pm, and Dr. Nivet’s talk was geared too much towards administrative issues.

Dr. Fernandez-Botran mentioned a recent meeting of all Diversity Chairs with Dr. Mordean Taylor-Archer. The meeting focused on a plan for the release of the Ferguson, MO verdict. There were a few small protests on Belknap campus following the verdict.

Dr. Rowland and Karan Chavis provided an update on LCME. The next site visit is scheduled for May 10-13, 2015. Subcommittees are currently drafting narrative reports for the briefing book. Consultants from Price Waterhouse Coopers will assist in reviewing all documents and conduct mock site visits.

Dr. Rowland suggested we extend an invitation to Tony Belak, University Ombudsman, for the January SOM Diversity Committee meeting to provide advice on creating a better workplace climate. He provides confidential dispute resolution services for UofL faculty and staff. All agreed to invite Mr. Belak to the next meeting.

Dr. Jones provided an update on the HSC Multimedia Project. The call for submissions launched on November 4, and communication about the project has gone to the deans of the four HSC schools. Submissions are needed from faculty, staff, and students, as are prizes to give to award-winning submissions. Karan mentioned that the Development Office may have student workers who can solicit prizes from local businesses. Karan will add the Multimedia Project as a discussion point for the next SOM Department Chairs meeting. Dominique indicated that she will work with the RSOs Black Biomedical Graduate Student Organization and the Minority Association of Graduate Students for submissions to the project.

Dr. Fernandez-Botran commented about the work of the Medical Spanish Club and medical student Jonathan Greer in implementing Hispanic Standardized Patients. Jonathan also assembled a 30-page English-Spanish medical terminology document. Dr. Jones suggested that this organization also contribute to the Multimedia Project with a submission highlighting these accomplishments.

Stacie Steinbock spoke about the recent release of the AAMC new competencies on LGBT health. Working with leaders in LGBT from across the country, ULSOM will be the first model site to implement these competencies.

Dr. Davis shared about the newly formed group Louisville Women in Medicine and Science. This group will be working on issues like disparities in promotion and tenure and salaries. This may make for a good *HSC Celebrating Diversity Newsletter* article.

The meeting was adjourned with the next meeting schedule for Thursday, January 22, 2015.