

MINUTES

SOM Diversity Committee Meeting December, 2011 at 8:00 AM EST, Abell Building Rm # 414

For attendance please review attendance sheet.

AGENDA

Items not necessarily discussed in the order listed:

1. Review of Minutes from November meeting and Approval (Kurbasic)

Minutes were unanimously approved without corrections.

2. SOM Diversity Committee Roster – Review of Attendance (Kurbasic)

Welcome new member Jewell Gaulding (officially!!!) who was approved by the Deans Office.

To invite graduate student Courtney George to join the committee.

Gilandra and Rebecca (Tamas) will be on the roster as advisors.

3. University of Louisville Diversity Office and Diversity Plan (Buford)

NO UPDATES. Brian's email confirmed, but he was unable to attend, and so was Debbie. Plan is for now posted at the website. Will try to notify our community about its existence there through email and flyers.

4. Culture Competency Workshops – Report (Committee members)

Evaluations and posttest, and comment are still slowly trickling inn. Mike H. is working on complete evaluation. Once the evaluations and comments compiled, he will present them to the committee. Pattie suggested having an immediate response (paper) evaluation available in the future. Those have to be hand-tallied. Brochures for all previous years are posted on the web. **Articles, photos, and participant comments to follow.**

Plans for the next year not discussed.

5. Hispanic Career Day – Plan Progress (Nota)

Update by Vandra and Rafael. Low income African American schools (Iroquois High and Nativity Academy) to be contacted during Christmas Break. Consideration given to Wesley House (they were

interested in past to participate, Fernanda to follow on this), and to repeat the event with Adelante! Hispanic Achievers (to reinforce last year results)

Faye informed committee of the activity undertaken by the Office of Minority and Rural Affairs, a mentoring program involving selected number of 10th graders at the Central High School. School of Public Health has agreed to help (especially with digital storytelling, since they have the equipment), but the plan is to have medical students involved.

6. SOM Diversity Activities on the Web, Diversity Committee Roster on the web (Allen, Davis)

Pattie received most of the responses with photos and affiliations. She will check the missing ones against the roster list. The photos with names and affiliations to School of medicine will be posted on our webpage. In the future there will be individual links to individual SHORT bios and descriptions of why diversity matters to each of us, and what are we hoping to accomplish serving on this committee. Everyone to write a paragraph first, we will than try to make it as uniformed as possible, although this may not be necessary, given that we ARE diverse.

Web page to be changed to SOM Diversity (currently HSC Diversity)

<http://louisville.edu/medschool/diversity/diversity>

Email account is created (thanks Mike G. and Pattie). The name of the account has to be changed to School of Medicine Diversity Committee. When this done we will send an email ask departments for more articles.

7. New Business – Collaboration Between Schools (Marti)

Alex would like to see all four schools (Medicine with Graduate School, Dental, Nursing and Public Health) and their Diversity Committees working together. Faye thinks that initiative has to come from students (faculty are not always vocal). The projects like one with Central may bring the schools together.

UofL Curtural Center would like to get involved with all four schools. Examples would be lunch presentations that may bring all schools together (once a month?). Everyone think of the possible lunch topics/activities

8. New Business – Design Logo and Flyers (Kurbasic, Marti)

Alex will lead a group to design Committee logo for the flyers. A contest among medical students contemplated (as well as prizes). The logo to be based on mission statement. All materials are subject to approval. This will lead to the creation of flyers that will have diversity messages, our email address, info on the diversity plan etc. Any members of the committee interested to be a part of this please let Mirzada and Alex know.

9. New Business – Room of Reflection (Geoghegan)

Establishing a place for prayers; it may be appropriate, although we are state institutions, if the place is designed for all (religions and those who are not affiliated to any particular religion). It could be called "Room of Reflections". Make such place (similar to Norton Hospital, or one at the major airports) will cost money. Tom will lead this project, and explore the possibilities, including support from school, cookouts etc.

10. New Business – Increase Representation of African-American Students (Geoghegan)

Black Biomedical Graduate Student Organization (BBGSO) is one of the most active graduate student organizations, yet African-Americans are much underrepresented in graduate school (~8%). We need to find the way to change this. Career day and Central project may be two ways, sponsorship similar to Cancer Research Center. Faye also recalls a good project from past years involving high school (or middle school?) students who proudly presented their work. **We all need to help Tom (with ideas and actual work) to make this happen.**

11. Other Business – New Ideas (Kurbasic)

Not discussed: Only two of many burning issues that were discussed at the previous meeting were brought up (see above). **Every member will write a diversity issue they feel is needed to be addressed**

- **If a member has an idea how to resolve the issue they should write the solution for the committee to consider.** Examples:
 - Diversity dialogs: Small group discussions on topics like race, sexual orientation, ethnicity
 - Flyers with emphasizing diverse identities and safety
 - Opportunity for campus members to bring their own diversity issues and identify the problems within SOM and campus.
 - Workshops/lectures for staff at SOM and clinical services, since they need education as well. (Collaborate with Uof L Hospital Diversity Committee and ULP)
- Still need to find the way to communicate and disseminate information among different groups within SOM (students, residents, staff, and faculty). Need more staff and residents involvement

12. Next Meeting Date (Kurbasic)

January 26, 2012. (Future meetings through June 2012 will be held on the 4th Thursday. Time will remain the same 8:00 am. Pattie to reserve the room though June.

NOTE: **This committee is in an extraordinary need for staff support in order to expend activities It was felt that the Committee would accomplished much more if we had administrative support**

Last update: January 11, 2012