## Dean’s Advisory Committee on Diversity, Equity and Inclusion

**Meeting Agenda**

**Tuesday November 16, 2021**

<https://uvmcom.zoom.us/j/97344618980>

Co-Chairs: Richard Page, M.D., Dean, Larner College of Medicine

Margaret Tandoh, M.D., Associate Dean for Diversity, Equity & Inclusion Vice Chair: Michael Upton, M.D., Faculty Development Liaison

ODEI Liaison: Tiffany Delaney, MA.Ed., Office of Diversity, Equity and Inclusion

Members: Ellen Black, Ph.D.; Elizabeth Bonney, M.D.; Brian Kim, M.D.; Stephen Meth, J.D.; Macaulay Onuigbo, M.D.; Marie Sandoval, M.D.; Anthony Williams, M.D.; Raj Chawla, M.P.H.; Elizabeth McElhinney, M.Ed.; Jeff Rector; Melanie Sestokas; Reed Hausser, MSIV; Adam Ross, MSIII; Victor Abraham, MSII

Ex Officio: Associate Dean for Faculty Affairs; Associate Dean of Students; Sr. Associate Dean for Research; Sr. Associate Dean for Finance and Administration; Associate Dean for Admissions; Associate Dean for Graduate Education and Post-Doctoral Training; Director of Foundations Curriculum; Director, Learning Environment; Office of Medical Communications Representative

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|  | **AGENDA ITEMS**  | Notes: |
| 3:00 pmPage, Tandoh | **Welcome** | * Climate Survey is approved to run this spring.
* Flynn event was success.
* Dean Page will look for additional opportunities for LCOM to partake in the arts.
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| 3:00 - 3:10 pmPage | **Dean Updates*** LCME Report
 | * There were strengths, weaknesses and unsatisfactory in DEI.
* Pipeline programs, need to focus on faculty, staff and students.
* Dean Page will have additional information at the Town Hall on November 17, 2021, at noon.
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| 3:10 - 3:50 pmUpton | **Committee Recommendation Discussion***Members should review draft report prior to meeting and come prepared to discuss.* | * Minutes approved. No discussion needed.
* Executive Summary: Accountability and Transparency were vague.
* 1.5 DEI Education discussed
* Working to encompass all UVM, LCOM and UVMMC.
* Hiring locally vs. nationally lowers the likelihood of diversity.
* Large need for DEI additions to the workforce.
* ODEI can advise and support, but each unit will take on portions of the work.
* DEI Office to help distribute the work.
* Need infrastructure. A collaborative effort across the community.
* Funds are needed.
* Create Pipelines from Local Schools:
	+ Engage statewide.
	+ Involve student groups at other schools.
	+ This will require a program.
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| 3:50 - 3:55 pm | **Next Steps** | * Draft Report: Look at Executive Summary, Accountability and Transparency.
* Remove the word “likely”.
* Discuss Diversity Champions.
* Follow up with DADCEI group.
* Present to the Dean soon after the 1st of the year.
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| 3:55 - 4:00 pm | **Closing** |  |
| 4:05 pm | **Adjournment** |  |