

President's Commission on Racial Justice

June 9, 2021

9:00am

Minutes

Agenda item: Work Group Updates

Presenter: All

Discussion: Work Group Updates

Linda Adkison (**Culturally Responsive/Racial Justice Curriculum Work Group**) –Work Group is currently expanding to work with different programs. Recruiting a Health Equity Director who will oversee integrating DEI into the DO curriculum. A curriculum mapping tool is being created for the DO program and will soon be rolled out to Deans .

Isaiah Lopez (**Bias Discrimination Report and Support Work Group**) – Work Group met with Faculty Senate on June 7, 2021 to provide an update on their progress. The Group continues to work with the Human Resources and Compliance Departments to create campus signage. Since their March progress report, more incidents have been reported to Ethics Point.

Christina Mazzella (**URiM Recruitment and Retention Work Group**) – Work Group has communicated leadership opportunities to faculty.

Adrienne Jones (**URiM Student in Healthcare Recruitment Work Group**)-

Priority: Expand pipeline programs at the secondary and undergraduate educational levels through affiliations with minority-serving institutions and historically black colleges and universities (HBCUs).

Progress: PCOM Admissions has completed a thorough review and redrafting of our affiliation and articulation agreements in collaboration with the Legal Department and the Deans. We are currently contacting health advisors affiliated with the agreements to emphasize their importance. In addition to creating new agreements, we will work to make current agreements more productive.

Currently, we have two new agreements for 2021:

Florida A&M University (approved and active)

Morgan State University (approval pending)

Priority: Offer more minority-based scholarships (not in lieu of the financial needs-based scholarships)

Progress: Admissions created a pilot and scholarship narrative Physician Assistant Diversity Award to URIM Physician Assistants candidates in Philadelphia and Georgia. President Feldstein provided funding to assist with the pilot.

The PCOM Board of Trustees approved an increase in scholarship awards in the amount of \$500,000 to diversify the physician workforce. We will convene an admissions scholarship committee with representatives from all programs to design a scholarship process. We will also include the newly created scholarship committee from the URIM Recruitment work group as members.

Patience Mason (**URiM Students in Healthcare Retention Plan**) – Will provide an update in August.

Allison Manswell, the consultant from Path Forward, presented a template to document the progress of each Work Group.

*** Meeting minutes and past work group report out recording are now posted on the new Diversity page on MyPCOM**