



**PRESIDENT'S COUNCIL ON
EQUITY, INCLUSION,
AND JUSTICE**

2023 YEAR THREE REPORT



The President's Council on Diversity, Equity and Inclusion: 2022-2023 Report

THE COMMISSION IS CHARGED WITH THE FOLLOWING:

- » Gather information and data.
- » Engage in thoughtful conversations to identify priorities and initiatives.
- » Develop recommendations to advance work group priorities.
- » Develop action steps and timeline.

As active citizens in a multicultural world, the PCOM community cultivates an environment of inquiry, inquisitiveness and respect, promotes discovery and celebration of our differences and fosters appreciation of the rich social fabric that binds us together. The President's Commission on Racial Justice has evolved into the President's Advisory Council on Equity, Inclusion, and Justice to continue to provide broad recommendations on strategies, practices, and policies to achieve institutional change and active engagement in fostering an inclusive campus community.

We are pleased to present the following accomplishments in this year three report:

CULTURALLY RESPONSIVE/ RACIAL JUSTICE CURRICULUM WORK GROUP

- » All curriculum maps track and document where DEI topics are taught in the curriculum.

UNDERREPRESENTED MINORITIES IN MEDICINE FACULTY AND STAFF RECRUITMENT AND RETENTION WORK GROUP

- » An increase in the diverse pool of candidates. Efforts have resulted in more Latino candidates hired at the staff level.
- » Human Resources has compiled diversity websites to recruit more diverse talent.
- » Human Resources will make more transparent pay ranges and job descriptions.
- » New Faculty orientation and a mentoring initiative will launch in fall 2023.

UNDERREPRESENTED MINORITY STUDENTS IN HEALTHCARE RETENTION PLAN

- » Implemented programs to support specific affinity groups.
- » Launched a Mental Health and Wellness initiative.
- » Collaborated with Office of Financial Aid to address financial concerns based on survey data.

UNDERREPRESENTED MINORITY STUDENTS IN HEALTHCARE RECRUITMENT

- » Led growth of articulation and affiliation agreements with Historically Black Colleges and Universities, Minority Serving Institutions, and Hispanic Serving Institutions. This year, PCOM added affiliations with Agnes Scott University (MSI) and Georgia Gwinnett College (HSI).
- » Launched a Mentoring Program led by student doctors and support from Admissions for future M1s.
- » Created Affinity Groups for current and prospective students to build connections: Military, DIMER (Delaware DO Students), Positive Psychology/Resilience First Generation, and LGBTQIA+.
- » Established more robust connections among our Pathway Programs that target and expose underrepresented minority students to careers in medicine. Within SLATE, the new Admissions CRM, tracks our pathway participants with developing nurturing campaigns.



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For more information, visit:

<https://www.pcom.edu/about/president/presidents-council/>