

# President's Commission on Racial Justice

March 24, 2021

9:00am

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## Summary

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**Agenda item:** Work Group Updates

**Presenter:** All

**Discussion:** Work Group Updates

*Linda Adkison (Culturally Responsive/ Racial Justice Curriculum)*

The work group has worked on refining the recommendations to the committee. The group discussed foundational information offered by Safe Colleges. The group drafted a DEI statement for the syllabus that invites students to offer suggestions for course improvement. The students provided several examples that include creating a DEI glossary to be posted on website.

*Isaiah Lopez (Bias Discrimination Report and Support)*

The work group has set a goal of creating more transparency and integrity with the PCOM community by hosting a campus-wide event on March 24<sup>th</sup> with the Compliance Officer and Title IX Coordinator. During the event, the Compliance Officer will walk through the policy using visual aids and review how the policy was developed and how it's currently being utilized. (The recording can be accessed on myPCOM).

*Christina Mazzella (URiM Recruitment and Retention)*

After looking at the current demographics, the work group plans to conduct further research on past demographics to assist with hiring. Meeting with consultant to determine trends seen regarding job descriptions.

*Adrienne Jones (URiM Students in Healthcare Recruitment)*

- ***Increase Admissions of Black and URiM students by 10%***-PCOM has joined a pilot initiative with AACOM to embed Artificial Intelligence to see if we can refine identifying the right candidates to interview who will matriculate. We will also learn more about the applications using the (HARP) Holistic Admissions Review Process. Adrienne Jones has been named to the HARP Work Group. The work group has received the test data and will be providing a follow-up on assessment.
- ***Establishing at least two Affiliation agreements with HBCU, HSI or MSI each year over five years of the Strategic Plan.***- The Pathway Prioritization Team is comprised of a group of members from the Admissions Staff and representatives from offices that collaborate closely with Admissions in hosting programs that target middle and high school URiM's.

Adrienne Jones will provide an update to the campus community regarding the progress of the Work Group on Wednesday, April 7<sup>th</sup> at 5:30 pm. (The recording can be accessed on myPCOM).

Patience Mason (URiM Students in Healthcare Retention)

The survey was completed by 118 students. The work group plans to resend survey and will report on findings. The work group is planning an update to the campus community. The event will be recorded and available on myPCOM.

**Action items:**

- Work groups tasked with updating scorecard
- Town Halls will be planned with work groups to provide progress reports
- Meeting summaries will be made available on myPCOM.