

President's Commission on Racial Justice

October 23, 2020

9:00am

Summary

Agenda item: Work Group Updates / Diversity and Inclusion **Presenter:** All
Scorecard/ Assessments and Metrics/ Next
steps

Discussion: Work Group Updates

Linda Adkison (Culturally Responsive/Racial Justice Curriculum)

Divided work group into sub-groups. Gathered all the accreditation standards across all the programs and discussed how each program meets their standards in areas of DEI. Meeting focused on key words and identifying gaps. Sub-groups are meeting weekly. Working on two surveys and conducted research online to see what is available in other areas. Met with Drs. Ball, Roberts, and Walker to discuss obtaining data. First survey most likely disseminated to course Directors.

Isaiah Lopez (Bias Discrimination Reporting and Support)

Gathering survey questions and will work with the consultant to update website language and information about reporting protocols.

Christina Mazzella (URM Hiring and Retention)

Work group meetings are scheduled for the third Tuesday of the month with three sub-committees: Retention, Recruitment and Representation. Sub-committees bear the responsibility of specific assigned tasks. At every meeting, each sub-committee will report on the progress of each task.

Adrienne Jones (URiM Student in Healthcare Recruitment)

Still conducting research and consulted with the students representing the Cultural Competency Committee to gather data from a student's perspective. Working with Marcine, Patience, and Linda to put together a narrative about incorporating URIM in the recruitment process. Working with Marcine to create a presentation for prospective students that illustrates PCOM's commitment to DEI. Adrienne has been reviewing files, participating in interviews, and attending admissions committee meetings for all programs offered. Looking at the data of demographics at PCOM in comparison to our competitors.

Patience Mason (URM Student in Healthcare Retention)

Creating sub-committees and looking at different areas that are critical to address when looking at student retention. Wants to create a survey to gather information that would be helpful to all work groups.

Marcine Pickron-Davis: The Office of Diversity and Community Relations will collaborate with Student Affairs to create a presentation to target accepted underrepresented minority students.

Next Steps

Update scorecard with milestone and progress

Chantelle suggests having one survey and breakout questions based on students, faculty and staff. Also consider length of the survey.

Patience suggests including focus groups to gather data to manage the length of the survey

Next meeting: November 18th from 9:00-10:30 a.m.