

President's Commission on Racial Justice

September 25, 2020

9:00am

Summary

Agenda item: Work Group Updates/Penn Medicine Diversity and Inclusion Score Card/ Assessments and Metrics/ Next steps **Presenter:** All

Discussion: Work Group Updates

Linda Adkison (Culturally Responsive/ Racial Justice Curriculum)

During asynchronous meetings, the work group has been pulling together program standards that embed Cultural Competence. They have successfully pulled the information together and now are working on organizing the data.

Isaiah Lopez (Bias Discrimination Reporting and Support)

Work group has reviewed standard operating procedures for reporting and responding to incidents. The work group would like to ensure that the community is aware of the other reporting resources available outside of PCOM.

Christina Mazzella (URM Hiring and Retention)

The entire HR recruitment team represent the work group. Recruitment of URM's was discussed as well as other HR strategies.

Adrienne Jones (URiM Student in Healthcare Recruitment Plan)

Adrienne informed the work group about the charge and provided related articles on the topic. In addition, she communicated the need for proprietary and is working to make internal story more present. Work group working to develop definition of URIM.

Patience Mason (URM Student in Healthcare Retention)

A priority will focus on broadening more representation from other programs as all students on committee are all DO's. Work group wants to create surveys and focus groups to document an accurate picture of the needs of the student community. Working to create opportunities for students to connect with true mentors and allies for now and in their future career. Dr. Pickron-Davis referenced meeting with the library and the Office of Research and Science to engage more URiM students in community-based research.

Marcine Pickron-Davis (Faculty Professional Development)

The work group met to discuss implicit bias training for faculty.

Next Steps:

- Scorecard progress updates