

President's Commission on Racial Justice

August 24, 2020

4:00pm

Summary

Agenda: 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**)

Discussed task with work group and also reviewed the strategic plan. Working to develop an inventory/curriculum map.

David Simon (**Bias and Discrimination Reporting and Support Plan**)

College-wide email deployed in August about protocols related to bias and discrimination reporting.

Christina Mazzella (**Underrepresented Minority Faculty Recruitment and Retention**)

Collected five years of data regarding the progression of the work around URM (Under Represented in Medicine) faculty. Convene meeting with workgroup to define next steps.

Adrienne Jones (**Underrepresented Minorities in Healthcare Student Recruitment**)

Gathering data focusing on tools needed to reach goals. Admissions team staff who lead pipeline programs target this population. Currently examining the results of data from archives of articulation agreements.

Patience Mason (**Underrepresented Minorities in Healthcare Student Retention Plan**)

Will convene meeting with work group. Gathering data from Spec and SEPP committees. Will consult with Robert DiTomasso on creating a student survey.

Marcine Pickron-Davis (**Faculty Professional Development**)

Emailed work group members about meeting to explore a campus-wide implicit bias training for faculty across all three campuses. AAMC recommended consultants who specialize in implicit bias training. The training will offer a more interactive experience to complement Safe Colleges.

Next Steps

Jennifer Watson:

- Send out doodle poll to meet in late September.
- Create scorecard to document outcomes and progress

Group:

- Participate in Implicit Bias training led by external consultant.