

President's Commission on Racial Justice

February 9, 2022

9:00am

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**)

Will provide an update at the April meeting.

Isaiah Lopez (**Bias and Discrimination Reporting and Support Plan**)

Worked with Compliance and the Marketing team to create a virtual ad for EthicsPoint.

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

Work group met on February 22, 2022 to finalize one of our Strategic Plan Tactics around recruitment.

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

- Fall Affinity meetings with PCOM students and Incoming Candidates all programs have been arranged.
- **New Affiliations:** Met with Dr. Allen Rondell from University of Maryland Eastern on March 15th and finalized the details for the affiliation agreement with the Philadelphia campus. They are also interested in a mentoring program with us. Next steps are legal review. In talks with Delaware State University and have submitted the sample contracts. Following up with dates to meet to discuss the direction next steps: affiliation vs. articulation.
- **BOT URIM Scholarships:** Completed the awarding of three (3) half tuition scholarships BOT (Board of Trustees) Diversity Scholarships Physical Therapy Candidates for the Class of '22. These scholarships will cover half tuition for all three years of their program.
- **Additional Pathway Programs launched:**
 - Healthcare Collaborative SGA campus
 - Pre-Matriculation Program - DO SGA

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

Focus groups were conducted on all three campuses. Update will be provided the feedback is received.