

# President's Commission on Racial Justice

November 18, 2020

9:00am

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## Summary

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**Agenda item:** Work Group Updates/ Allison Manswell  
(Path Forward Consultant)

**Presenter:** All

### Discussion: Work Group Updates

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

Working to finalize survey across all the academic programs. Surveys are specific to campus and programs with questions centered on the inclusion of DEI in the curriculum. The work group is collecting data to see what the teaching models look like and if they assess DEI. By the end of the term, the survey should be ready for dissemination to the faculty. Looking to have preliminary returns of the survey by January 2021.

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

Updates have been made to the website regarding the Bias Discrimination Policy and Reporting. The work group recognized that the key words search was not working properly. Suggestion was made to create a banner link to direct the user. Exploring communication strategies.

#### Christina Mazzella (*URM Recruitment and Retention Work Group*)

The work group is divided into retention, recruitment, representation sub-committees. Recruitment is currently recruiting from diverse locations.

#### Adrienne Jones (*URiM Student in Healthcare Recruitment Plan*)

**Task: Increase Admissions of Black and URIM students by 5%; provide a space for URIM candidates to connect with students in the Admissions Process; review for a Holistic Admissions Process**

- In the process of gathering DEI, Student Affairs and Curriculum information to share with URiM students. Marcine will create a video for prospective students to articulate the DEI mission as part of PCOM's 2021 Strategic Plan.
- PCOM will join a pilot with AACOM.

**Task: Establishing at least two affiliation agreements with HBCU, HSI or MSI each year over the 5 years of the Strategic Plan**

- Pipeline Prioritization Team has been renamed Pathway Prioritization Team (PPT) in deference to our Native American/Indigenous applicants. The team met to review articulation and affiliation agreements.

***Task: Scholarships***

- Adrienne continues discussions regarding scholarships. An update on these efforts will be forthcoming.

***Task: Create a PCOM URIM Contemporary Statement***

- Admissions is working to create a more contemporary URM statement.

Adrienne is consulting with Institutional Research on building a URIM report.

***Patience Mason (URiM Students in Healthcare Retention Plan)***

The work group spent time exploring focus groups.

***Allison Manswell: (Path Forward Consultant)***

Will schedule individual meetings with Work Group Chairs.