

## 12 Action Steps Final Quarter IV Update

September 22, 2021

Leads and workgroups have been meeting to take steps toward the achievement of our action steps. **Updates will be provided on an annual basis going forward.** Below are updates for Quarter IV:

Action Item	Update	Status
1. Create a scholarship fund for medical students interested in serving the underserved Black/African American community.	<ul style="list-style-type: none"> <li>The Agnes Nelms Haury Memorial Medical Education Scholarship has been granted in the amount of \$25,000 for medical students interested in serving the underserved Black/African American community. Funds will be available for the incoming class of 2021.</li> <li>Underrepresented in Medicine Scholarship Campaign to launch October 2021 with goal of raising \$25,000.</li> <li>Additional fund support will continue to be developed.</li> </ul>	Achieved <input checked="" type="checkbox"/>
2. Conduct an annual review of the recruitment and admissions process, collaboratively guided by the Office of Equity, Diversity and Inclusion and <u>college leadership</u> .	<ul style="list-style-type: none"> <li>Matriculated most diverse class in College history with 22% URM students.</li> <li>A "Post Application Review" program for denied students from URM populations launched.</li> <li>Demographic profile information gathering of interviewers to begin for diversity review.</li> </ul>	Ongoing
3. Establish new and strengthen existing strategies to recruit and hire more Black and other underrepresented in medicine (URM) faculty, staff and leadership	<ul style="list-style-type: none"> <li>Hiring managers, OFAD, OEDI, and HR to be involved in the selection of search committee members to ensure diversity inclusive of URM, women and other groups.</li> <li>Ongoing collaboration between OFAD and HR to provide and review self-disclosed applicant pool diversity during search committee review process.</li> </ul>	Ongoing
4. Develop a plan for <u>Graduate Medical Education (GME)</u> diversity efforts in collaboration with GME Diversity Subcommittee.	<ul style="list-style-type: none"> <li>GME Diversity Subcommittee Retreat postponed until in-person opportunity is feasible.</li> <li>Standardized demographic data collection for residency programs related to race/ethnicity and gender identified.</li> <li>URM resident match overall increased from 12% to 14% from 2020 to 2021.</li> <li>Health Disparities Programs of Individualized Education (PIE) initiative launched.</li> <li>All PGY1 and 2 residents will be required to complete AMA GCEP modules on unconscious bias +/- cultural competency in AY 22.</li> </ul>	Ongoing
5. Launch a development campaign for an Endowed Chair of Health Justice and Equity Research.	<ul style="list-style-type: none"> <li>Prospecting for Endowed chair led by Development Officer.</li> <li>Resource outreach to University Development Department conducted.</li> </ul>	Ongoing
6. Provide mandatory annual unconscious bias training for all faculty, students, staff, residents, fellows and postdocs.	<ul style="list-style-type: none"> <li>Unconscious Bias training modules 1 &amp; 2 drafted.</li> <li>Development of training modules 3 &amp; 4 under development.</li> </ul>	Ongoing
7. Create a plan for curricular integration of topics related to race, racism and SDOH in	<ul style="list-style-type: none"> <li>Anti-Racism Curricular plan approved by Curriculum Committee.</li> </ul>	Ongoing

<p>medicine that incorporates recommendations from the <u>students' statement</u> and the <u>Black alumni statement</u> (PDF).</p>	<ul style="list-style-type: none"> <li>• UA COM-P Selected as 1 of 10 medical schools to participate in the <a href="#">Anti-Racism in Medical Education</a> program.</li> <li>• Teaching of Structural Inequities and Healthcare 4<sup>th</sup> year elective course in fall of 2021.</li> </ul>	
<p>8. Report the full range of efforts by departments, faculty and staff to advance Inclusive Excellence via annual departmental reviews, UA Vitae and Career Conversations</p>	<ul style="list-style-type: none"> <li>• Conducted survey for department inventory of EDI activities.</li> <li>• Creation of recommendations based on survey results for departments to be formulated.</li> <li>• Planning of Inclusive Excellence Champion Retreat to take place in spring of 2022.</li> </ul>	Ongoing
<p>9. Create a director of Mentoring position to facilitate mentoring and career development for URM students.</p>	<ul style="list-style-type: none"> <li>• Mentoring position funding approved for current fiscal year.</li> </ul>	Ongoing
<p>10. Support the formation of employee resource groups for faculty and staff of color and other groups.</p>	<ul style="list-style-type: none"> <li>• Formation of the Black African American and Caribbean employee resource group.</li> <li>• Survey to gauge additional interest , scope and structure for more groups conducted in March 2021.</li> </ul>	Achieved <input checked="" type="checkbox"/>
<p>11. Issue a statement on the college's website recognizing racism as a public health issue in line with AAMC and AMA.</p>	<ul style="list-style-type: none"> <li>• Statement Issued <a href="https://phoenixmed.arizona.edu/diversity/racism-statement">https://phoenixmed.arizona.edu/diversity/racism-statement</a></li> </ul>	Achieved <input checked="" type="checkbox"/>
<p>12. Generate stories, campaigns, art installations that uplift Black and additional URM voices in medicine and society.</p>	<ul style="list-style-type: none"> <li>• Matriculation of Most Diverse Class in College History <a href="https://phoenixmed.arizona.edu/whitecoat2025">https://phoenixmed.arizona.edu/whitecoat2025</a></li> <li>• Annual Blessing Ceremony <a href="https://phoenixmed.arizona.edu/newsroom/news/annual-blessing-ceremony-held-native-and-non-native-americans">https://phoenixmed.arizona.edu/newsroom/news/annual-blessing-ceremony-held-native-and-non-native-americans</a></li> <li>• Women in Medicine and Science Month Features <a href="https://phoenixmed.arizona.edu/wims2021-williams">https://phoenixmed.arizona.edu/wims2021-williams</a></li> </ul>	Ongoing