



*Dean's Advisory Committee on
Diversity & Inclusion
Updates
April 28, 2020*

Time:	Meeting was canceled	Location:	
Chair:	Dr. Lawrence Chin, MD, Interim Dean of the College of Medicine		
Attachments:	Student Affairs Report		
Videoconference	None		

Committee Members	<p>Olamide Ajagbe, MD (Faculty Representative) Pediatrics Lenore Boris, JD, Associate Dean at the Binghamton Clinical Campus Ann Botash, MD, Senior Associate Dean for Faculty Affairs and Faculty Development Sharon A. Brangman, MD, Division Chief of Geriatrics Malika Carter, PhD, Interim Chief Diversity Officer Nakeia Chambers, Diversity Initiatives Specialist Stephen Contreras, Director of Student Retention Daryll Dykes, MD, PhD, JD, Assistant Professor of Orthopedic Surgery Rebecca Garden, PhD, Assistant Dean for Disability & Inclusion Maleek Griffin, MS1 Sharon Huard, Associate Dean of Student Affairs and Campus Life Adaobi Ikpeze, MS3 Nia Jagroop, MS4 Danielle Katz, MD, Associate Dean for Graduate Medical Education Leanne Lesperance, Associate Dean for Undergraduate Medical Education Armando Martinez, Program Coordinator, Student Retention Siphon Mbuqe, PhD, Senior Counselor, Student Counseling Service Lisa Neerukonda, Director of Accreditation Compliance Desirree Pizarro, MS3 Brian Thompson, MD, Assistant Dean for Diversity Zulma Tovar-Spinoza, Associate Dean for Diversity & Inclusion Grace VanNortwick, Chief of Staff, Dean's Office Jennifer Welch, Chief Enrollment Management Officer Julie White, PhD, Associate Vice President for Educational Services and Dean of Student Affairs Angelique Woods, MS2</p>
Student Affairs	<p>A substantial report from Student Affairs is attached. The report contains information regarding:</p> <ul style="list-style-type: none"> • Student recruitment • CSTEP & Student Retention • Student Counseling services • Multicultural Affairs & Student Inclusion (MASI) • Bias Related Incident Reporting
Diversity & Inclusion (Disability)	<ul style="list-style-type: none"> • Working with medical student Nayanka Etienne and SUNY-ESF landscape architecture student Nikita Richardson, completion of Poster on Mapping Access on Campus project for Multiple Perspectives disability studies and inclusion conference, April 2020. • Working with Katherine Daley, Disability Support Coordinator, finalizing <ol style="list-style-type: none"> a) Disability Access statement for Fall 2020 syllabi, b) Faculty Guide to disability access and accommodations, and c) Faculty Guide to Online Accessibility. • Working with Kristen Flint of Educational Communications, developing preferred applications and technology and best practices for disability accessibility in remote instruction. • Finalizing an essay on disability (intersecting with other marginalized forms of identity and embodiment) and access to medical care and treatment during the pandemic.

- Working with **Steve Glatt, Chair of Faculty Council**, to
 - develop disability accessibility best practices for faculty governance activities and
 - recognize disability accessibility as an area for advocacy by faculty governance.

CONCERNS TO RAISE WITH DEAN CHIN AND OTHER ACADEMIC LEADERS

- What has been the impact** of online learning and teaching for students, faculty, and staff with disabilities— whether or not they are diagnosed and/or whether the person has disclosed and asked for accommodations? Many people are experiencing stress and may be experiencing previously undiagnosed mental health and learning disabilities as well as physical disabilities related to the radically different and fairly ad hoc way we are now working.
- What can we do to prepare for the impact** of a) continued remote instruction and meetings and b) a return to campus when there are not fully adequate provisions for protection from infection for people with underlying health issues, including mental health? People may have significant underlying health issues that they have managed without needing to disclose pre-COVID. How can they feel safe to disclose and certain that they will receive support and accommodations at a time when so much is at risk?

Department of Psychiatry

RECRUITMENT EFFORTS

Residents

In the last six months a major focus the department was aggressive recruiting of Under-Represented Medical (URM) residents especially African Americans/Black and Hispanics for the training program.

- Developing a diversity statement for the department and training program
- This involved reaching out to Historical Black Colleges and Universities (HBCU) medical schools and colleges with large numbers of URM.
 - HBCUs included:
 - Howard University
 - Meharry Medical College
 - Morehouse School of Medicine
 - Charles Drew Medical University
 - CUNY School of Medicine
- Goal: Build a mutually beneficial relationship with these schools.
 - Introduce our program and the larger university
 - Establish a mutually-beneficial direct relationship including providing information about our program
 - Persuade college leadership to encourage their students to apply to our program or other Upstate residency programs, if psychiatry is not their specialty.

Results

Psychiatry:

Applicants Background	# Applied	# Invited for Interview	# Matched
"Black or African American"	115	13	2
"Hispanic, Latino or of Spanish Origin"	83	10	0

Applicants to Other Upstate Residency Programs

Applicants	# Applied	# Invited for Interview	# Matched
URM	28	Not available	Not available.

Upstate Programs

Programs	# of Applicants
Anesthesiology	1
Emergency Medicine	5
Family Medicine	3
Internal Medicine	5
Neurological Surgery	1
Obstetrics and Gynecology	1
Orthopedic Surgery	2
Otolaryngology	1

Pediatrics	2
Physical Medicine and Rehabilitation	2
Radiology-Diagnostic	3
Urology	1
Total	27

We are currently reviewing the residency application process and looking into specific questions:

- What are items are on our scoring key/ Criteria?
- Which areas did the URM applicants underperform the most?
 - Why?
- Which areas did the URM applicants performed well or same as the rest?
 - Why?
- What are our possible remedial/ intervention plans?
 - Programs
- What is the feedback from the applicants who interviewed and matched in other programs?
 - In other words, where did you rank us and why?
 - Contrast it with post interview feedback from the applicants.

Faculty :

The department is focusing on recruiting Psychiatric Nurses, Psychologists and Psychiatrists from URM.

- Identifying regional and national advertising platforms
- Identifying URM psychiatrists in other colleges to build relationships with them.

Chief Diversity Office	Dr. Malika Carter met with Dr. Chin to discuss goals related to Diversity & Inclusion, particularly as it relates to anti-bias training. The agenda for the July 28 th Diversity and Inclusions meeting will focus on a plan for advancing anti-bias training.
Next Meeting	The next meeting of the Diversity and Inclusion Committee is scheduled on July 28, 2020, at 3 p.m. in 1164 WSK. Agenda items are due by April 21, 2020.
Upcoming Meeting Dates	The Diversity and Inclusion committee will meet at 3 p.m. , in 1164 WSK (Doust Boardroom), on the following dates, unless otherwise noted: <div style="text-align: center;"> <p>July 28, 2020</p> <p>October 27, 2020</p> </div>