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Drive Innovation & Discovery
Respect People
Serve Our Community
Value Integrity

Dean's Advisory Committee on Diversity & Inclusion Committee
Minutes
July 23, 2019

Time	3 p.m.	**Attachments**
Location	9299 WSK (Doust Boardroom)	• Equity—External Learning & Teaching Experiences • TACCT Report

Committee Members	**Zulma Tovar-Spinoza, Chair, Associate Dean for Diversity & Inclusion** **Brian Thompson, Co-Chair, MD, Assistant Dean for Diversity** 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** Larry Chin, MD, Department Chair, Neurosurgery Julia Ciurria, MD, (Resident) Pediatrics **Stephen Contreras, Director of Student Retention** **Nienke Dosa, MD, MPH, Associate Professor of Pediatrics** Daryll Dykes, MD, PhD, JD, Assistant Professor of Orthopedic Surgery Mary Gadarowski, MS4 Stephanie Gleicher, MD, (Resident) Urology 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** Julio Licinio, MD, PhD, Dean of the College of Medicine Sipho Mbuqe, PhD, Senior Counselor, Student Counseling Service Lisa Neerukonda, Director of Accreditation Compliance Bakhtier Nurmukhamedov, MD, Neurology Desirree Pizarro, MS3 George Stanley, MD, (Faculty Representative) Obstetrics and Gynecology **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** Wei-Dong Yao, PhD (Faculty Representative) Psychiatry, Neuroscience & Physiology TBD, Associate Dean for Undergraduate Medical Education
Anti Bias Training	Dr. Carter provided an overview of Anti-Bias training program at ESF. • ESF created an Anti Bias educational experience that is open to their campus community. The program provides an opportunity for self-improvement. • The program also assists the Human Resource department in dealing with infractions against university policy, and provides an opportunity for remediation for individuals who need assistance. Since the training is across-the-board and often targeted to specific departments, it is not obvious that some participants are required to attend due to remediating some action. Participants, therefore, do not feel threatened. • Participants in the program are given an opportunity to critique the program in terms of topics addressed and quality of the training. • Dr. Carter encourages Upstate to consider implementing a similar program here.
Equity— External Learning & Teaching	Dr. Carter provided an overview of the Equity—External Learning & Teaching Experience statement at ESF. The purpose of the statement is to, " 1) to set safety standards for ESF's external teaching and learning partners by establishing and

Environment	maintaining deeper accountability systems (i.e. anchoring each external academic experience with an on and off-site liaison); 2) to provide our community and external partners a framework for creating, reviewing, and assessing these systems (i.e. impartially sharing teaching and learning opportunities across academic departments to support interdisciplinary activity; goal setting for teachers and learners, actively managing work output in relationship to goals, and discussing job performance and well-being on an ongoing basis), and, 3) to link, align, and leverage deployment of ESF affiliates by (a) developing a mechanism to determine who is being deployed and for what purpose/audience, and (b) advocate for the development of a training toolkit of ESF key messages, resources, and materials to support our coordinated efforts with high-impact and attention to resource allocation." Conversation followed regarding concerns about the reporting of incidents and the need for individuals to be able to expect anonymity and action when reporting. The Bias Reporting mechanism for ESF can be viewed at https://www.esf.edu/ide/bias.htm. Dr. White expressed interest in the training sessions and the general learning aspects of it. She stated that students at Upstate do have a couple of avenues to anonymously report mistreatment or any other kind of professionalism issue. Dr. White also complimented the Bias Reporting system and would advocate for updating our processes.
Incorporating Diversity Questions in MedHub	A subcommittee has been established to review the possibility if incorporating diversity questions into MedHub. Members of the subcommittee are: • Dr. Caruso-Brown • Dr. Germain • Dr. Katz • Dr. Mbuque • Dr. Thompson • Dr. Tovar-Spinoza • Dr. White
Reviewing Diversity and Cultural Competence In the Curriculum	Dr. Tovar Spinoza recommended the following individuals to serve on a subcommittee to review the curriculum and identify where topics of diversity and cultural competence are being addressed, and to identify deficits in this area. The following individuals were recommended to serve on this committee: • S. Contreres • Dr. Dykes • Dr. Garden • A. Ikpeze • M. Mason • Dr. Tovar-Spinoza • Dr. White
CQI Tracking	• Annual submission of Annual Department Diversity Faculty Report: Distribute in the month of January • Annual Update on Diversity/Pipeline Programs & Partnerships. Due in the month of September. • Annual Report of the Diversity & Inclusion Committee Due to the Dean of the College of Medicine in May.
Next Meeting	The next meeting of the Diversity and Inclusion Committee is scheduled on August 27, **at 2 p.m.** in 9299 WSK (Doust Boardroom). Agenda items are due by August 20, 2019.
Upcoming Meeting Dates	The Diversity and Inclusion committee will **meet at 2 p.m.**, in 9299 WSK (Doust Boardroom), on the following dates, unless otherwise noted: August 27, 2019 May 26, 2020 September 24, 2019 June 23, 2020 October 22, 2019 July 28, 2020 November 19, 2019 August 25, 2020 December 17, 2019 September 22, 2020 January 28, 2020 October 27, 2020 February 25, 2020 November 24, 2020 March 24, 2020 December 22, 2020 April 28, 2020