

Faculty Diversity Advisory Committee (FDAC) – 2019 Annual Report

Co-Chairs: Patricia Harrison-Monroe, Josie Acuna

Following nearly three years of ad-hoc status, the Faculty Diversity Advisory Committee (FDAC) was afforded the status of standing committee of the College of Medicine Tucson (COM-T) in January 2016. During this third year, FDAC continued to make significant strides toward its stated goals:

- 1) Identify strategies, tactics and priorities for improving faculty diversity and inclusivity at the COM-T;
- 2) Assist in determining how to integrate diversity, broadly defined into everything we do at the college;
- 3) Provide a line of communication between faculty and administration; and
- 4) Support development and implementation of programs related to diversity that enhance faculty life, career development, mentoring, leadership, community outreach and education.

Accomplishments over the past year include:

FDAC welcomed three new members to the committee.

We continued our collaboration with the Student Diversity Advisory Committee (SDAC) to learn how to best support student success in COM-T.

FDAC participated in multiple diversity and inclusion related events within the college, across campus, and at the State level, including a panel discussion on first-generation college graduates as part of the Inter-Group Dish-course series, the BNGAP conference in Phoenix, the Regional SNMA Conference hosted at COM-T, and AAMC Learn Serve Lead and Minority Student Career Fair.

All members of FDAC have been trained in 'Unconscious Bias for Search Committees'. Many members have additionally participated in a series of diversity trainings offered by the Office of Diversity and Inclusion (ODI), such as 'Having Critical Conversations', 'Allyship', and 'Med Safe Zone', among others.

FDAC has continued to make progress on its current priorities:

1. *Faculty diversity, recruitment, and hiring practices*

Significant progress has been made in developing recruitment guidelines for standard departmental use, to support efforts in increasing diversity of our faculty by ensuring a diverse applicant pool. After thorough review of hiring toolkits from other medical colleges and available COM-T recruitment and retention data, a hiring toolkit was developed which will provide best practice guidelines and resources to departmental leaders. It is in its final committee review

before submission to Dean Abecassis. It is our hope that the dissemination of this hiring toolkit will support COM-T's efforts to attract and retain a more diverse faculty.

2. *Departmental trainings to create a more inclusive climate*

Through the efforts of ODI, Diversity Champions from each Department were trained and in collaboration with FDAC have provided multiple unconscious bias trainings across COM-T. Nearly 300 participants have been trained across multiple Departments. Trainings in Everyday Bias for Healthcare Professionals and Med Safe Zone trainings have also been provided to current MS-1s.

3. *Implementation of Diversity & Inclusion Report Card*

With a goal of increased accountability within departments on their diversity and inclusion related efforts we have worked on developing a departmental report with metrics gauging intentional diversity and inclusion focus in terms of faculty recruitment and development, resident recruitment and development, and overall programmatic efforts to improve the climate.

As a result of a very productive meeting with Dean Abecassis, FDAC has been invited to present our efforts on diversity and inclusion, including the Departmental Scorecard and the Hiring Toolkit, at one of the Dean's upcoming executive committee meetings. Additionally, Dr. Abecassis has committed to include one FDAC member or Diversity Champion on future Departmental Chair search committees.

Committee Members

*Josie G. Acuna, MD – Emergency Medicine

Samuel Campos, PhD – Immunobiology

*Patricia Harrison-Monroe, PhD – Psychiatry

Randa Kutob, MD – FCM

Patricia Lebensohn, MD – FCM

Jenny Mendelson, MD - Pediatrics

Jessica Moreno, MD – OB/Gyn

Indu Partha, MD - Medicine

Lucinda Rankin, PhD – Physiology

Raymond Runyan, PhD – Cellular & Molecular
Medicine

++Allie Min, MD – Asst. Dean, Faculty Dev.

++Victoria Murrain, DO – Deputy Dean, ODI,COMT

***Kadian McIntosh, PhD

***Michelle Ortiz, PhD

***Christina Renteria

* Co-Chairs ++ Ex-Officio ***Staff/Advisor