Dean’s Advisory Committee on Diversity, Equity and Inclusion
Meeting Agenda
Thursday, December 3, 2020
Zoom; https://uvmcom.zoom.us/j/96559205275

Co-Chairs: Richard Page, M.D., Dean, Larner College of Medicine
Margaret Tandoh, M.D., Associate Dean for Diversity, Equity & Inclusion

Members: Ellen Black, Ph.D.; Elizabeth Bonney, M.D.; Brian Kim, M.D.; Macaulay Onuigbo, M.D.; Marie Sandoval, M.D.; Anthony Williams, M.D.; Raj Chawla, M.P.H.; Julie Chiappinelli; Elizabeth McElhinney, M.Ed.; Sarah Keblin, M.P.A.; Jeff Rector; Melanie Sestokas; Reed Hausser, MSIV; Adam Ross, MSIII; Victor Abraham, MSII

Ex Officio: Associate Dean for Faculty Affairs; Associate Dean of Students; Sr. Associate Dean for Research; Sr. Associate Dean for Finance and Administration; Associate Dean for Admissions; Associate Dean for Graduate Education and Post-Doctoral Training; Director of Foundations Curriculum; Director, Learning Environment; Office of Medical Communications Representative

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Overview
The Dean’s Advisory Committee on Diversity, Equity & Inclusion (DACDEI) is an advisory board at the Larner College of Medicine whose primary mission is to advance the strategic diversity, equity and inclusion goals of the College.

The Committee acts on behalf of the College to identify and advise the organization on issues, and recommend solutions. The Committee also assists with the evaluation of diversity, equity and inclusion (DEI) initiatives for the College and works closely with both the dean and Office of Diversity, Equity and Inclusion to ensure alignment between the organization’s overall business strategy and institutional practices that support and accelerate DEI goals.

Characteristics of Effective Diversity Committees
To succeed, all councils require the following:

- Support from senior leadership
- Direct link to the overall College strategic plans
- Reinforcement of the business case for diversity and inclusion
- Diverse membership
- Metrics to track progress
- Clearly communicated goals and outcomes
- A long-term strategy that drives short term initiatives and activities

DACDEI Responsibilities

- Consult with the Dean and Associate Dean for Diversity, Equity and Inclusion (ADDEI) on DEI strategy and key milestones
- Work with ADDEI and diversity office to identify DEI barriers that impact recruitment, retention and advancement, recruitment, training, and key assignments
- Advise and recommend priorities for strategic diversity engagement at all levels and in all areas of the College
- Provide opportunities for members of the Larner College of Medicine community to share their thoughts, concerns, and ideas regarding diversity, equity and inclusion at the College
- Provide feedback and insight on issues of culture, climate, equity, inclusion, and diversity in the workplace, including recommendations and support regarding short- and long-term strategies to meet the organization’s current and future workforce needs
- Identify opportunities for the organization to engage with its broader communities to promote equity, social justice, and inclusion (i.e. community volunteer activities, etc.)
Statement on Diversity, Equity & Inclusion of the Larner College of Medicine

Updated April, 2020

The Larner College of Medicine at the University of Vermont values diversity as a driver of excellence. We actively seek diversity and inclusion within our academic community of students, faculty, and staff, as well as those we serve through teaching, research, patient care and community engagement.

Recognizing the limited ethnic and racial diversity of Vermont, we will actively seek students, faculty and staff to develop an academic community that is more diverse than the population of our State. We believe the ethnic and racial diversity of our College is an asset in teaching, research and patient care, and we strive to develop culturally competent students and graduates who reflect and understand the increasingly diverse populations they will serve here in Vermont, across the nation and around the world.

In alignment with the mission of the University of Vermont and the College of Medicine to serve the citizens of Vermont, we seek to educate and provide physicians for the state of Vermont. We will work to encourage Vermonters to pursue careers in medicine, and actively recruit and educate Vermonters who are more likely to stay and practice in the state. We aim to provide the opportunity for exposure to a faculty and to patient populations that are more diverse than the population of our state by developing clinical training sites outside of Vermont.

We embrace diversity in its broadest forms, encompassing and exploring the dimensions of not only racial and ethnic diversity, but also gender, gender identity, sexual orientation, religion, belief, thought or philosophy, disability, education level, socioeconomic background, Veteran status, and life experience. We strive to provide an education and a culture that is accepting and supportive of this broader diversity. We are guided by the tenets in UVM: Our Common Ground and are committed to creating a culture that supports and encourages respect for every individual, recognizes and values our diverse backgrounds.

Because health cannot exist where justice does not prevail, we commit to extending these values to the wider community by engaging individually or collectively to advocate for health equality and justice in our community, state, country and the world in which we live.

*Adopted April 2012
Updated April 2020*