

From: [LCOM Office of the Dean](#)
To: [Gilwee, Vicki M](#)
Subject: ON BEHALF OF DEAN PAGE: Engagement to Support Diversity, Equity and Inclusion
Date: Wednesday, February 16, 2022 9:08:10 AM

Dear Larner Community,

I am writing to enlist your engagement in two important efforts initiated this month in support of diversity, equity and inclusion (DEI).

First, I ask all students, faculty and staff to participate in a UVM campus-wide climate survey. Our own Office of Diversity, Equity and Inclusion (ODEI) had a role in creating this survey, and there is opportunity to analyze the data specifically for our College and departments. As such, although this is part of a larger campus effort, it will have direct meaning and impact on our Larner community. But the data will not be meaningful if we do not have full participation. Our medical students have set a high bar for engagement, with 100% participation in the recent Independent Student Analysis survey. I am hoping that you all will, likewise, be engaged by visiting [the survey's website](#) and completing the UVM Campus Climate Survey.

Second, and just as important, this month our College enters the data-acquisition phase of a new Collective Action Initiative of medical school deans for advancing DEI called the Diversity, Inclusion, Culture and Equity (DICE) Inventory. This national leadership commitment by the Association of American Medical Colleges, led by over 100 medical school deans, is in response to our strong desire for concrete actions and accountability from medical school leaders to accelerate meaningful change that supports DEI and anti-racism efforts across U.S. and Canadian medical schools.

The DICE Inventory is a tool to help institutions conduct a comprehensive review of institutional policies, practices, procedures, and programs that impact the climate and culture around DEI, and identify strengths and areas for improvement related to DEI in six domains: governance, leadership, and mission; institutional planning and policies; communications and engagement; data and assessment; faculty and staff; and students.

This project is a collaborative effort that will be led by members from across our College and completed between February and the end of April 2022. Please look out for listening sessions and town hall meetings related to collection of data to inform the DICE Inventory. Your engagement in this initiative will help our College improve our climate and culture by developing an inventory of current achievements but, more importantly, areas in need of attention and investment. ODEI is currently developing its third five-year strategic action plan, and the Dean's Advisory Committee on Diversity, Equity and Inclusion (DACDEI) is now engaged in a review of the outcomes of the current five-year plan. I expect DACDEI's recommendations from its review will help inform our responses to the DICE inventory.

I am pleased that our community has the opportunity to engage in these local and national initiatives. Together they will provide valuable information to inform our process of building a more diverse, inclusive and equitable community.

Sincerely,

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