



## HLC Accreditation Evidence Document

**Title:** HSC Office for Diversity Strategic Initiatives

**Office of Origin:** Health and Sciences Center

**Description:** This document is a summary of the various initiatives the HSC Office for Diversity will be addressing in fiscal year 2018 and how they align with the HSC Strategic Plan for 2015-2020.

Date: 2018

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## Health Sciences Center Office for Diversity

### Vision

A diverse and inclusive UNM Health Sciences fosters health and well-being throughout New Mexico by weaving cultural humility and respect for all people.

### Mission

To advance inclusivity, diversity & equity throughout the Health Sciences and New Mexico through capacity building & sustainable programs and collaborations.

### Health Sciences Center Strategic Goals

1. Improve health and health care to those we serve.
2. Build the health care workforce of New Mexico by providing a premier education.
3. Foster innovation and translate our research and discoveries into clinical and educational practice.
4. Enable our people and programs to do their best.
5. Deliver a well-integrated academic health center that provides the safest and highest quality clinical care.
6. Enhance depth, diversity, integrity and transparency.

Office for Diversity Strategic Initiatives Summary	HSC Strategic Goal
Racial/Ethnic Minority Student and Faculty Recruitment Toolkits	1, 6
Evaluate/monitor indicators of success for diverse students, staff, and faculty	1, 2, 3, 4, 5, 6
Collaborate and leverage existing resources to continue faculty mentoring (AIME), with an emphasis on diversity, inclusion and gaining the full academic benefits that flow from a diverse faculty to all stakeholders	1, 2, 3, 4, 5, 6
Convene task forces to integrate diversity, inclusion, and equity best practices	1, 2, 3, 4, 5, 6
Decentralize diversity & equity teaching initiatives	1, 2, 3, 4, 5, 6
Develop and disseminate diversity training modules to the HSC	1, 2, 3, 4, 5, 6
Enhance student pipeline programming and sustainability	1, 2, 3, 6
Identify opportunities to increase visibility/acceptance of LGBTQ persons, impact Health, Health Care and Health Equity to those we serve, provide highest quality clinical care and provide a premier education	1, 2, 3, 4, 5, 6
Enhance K-12 STEM-H Programming	2, 3
Enhance staff diversity initiatives through the Diversity Mavens	1, 2, 3, 4, 5, 6
Medical Leadership Academy –OfD leadership part of Steering Committee, MLA curriculum diversity sessions and faculty of color MLA diversity sessions	3, 4, 6
Ensure that our graduates and faculty are prepared to provide excellent linguistically competent care to our diverse patient populations	1, 2, 3, 4, 5, 6

Office for Diversity Strategic Initiatives (Specifics)	HSC Strategic Goal
Disseminate and evaluate best practice tool for HSC schools/colleges for recruiting racial ethnic minority (R/EM) students and faculty	3, 6
Assist HSC schools and colleges to monitor and evaluate indicators of success for diverse faculty, staff and student composition	1, 2 3,4, 5, 6
Collaborate across HSC to leverage existing resources for continued faculty mentoring (e.g., CTSC Faculty Mentor Development Program, Office of Faculty Affairs & Career Development Mentorship Director, and AIME leadership team,) with an emphasis on diversity, inclusion, and gaining the full academic benefits that flow from a diverse faculty to all stakeholders Final comprehensive Advancing Institutional Mentoring Excellence (AIME) evaluation to include both qualitative and quantitative analyses	1, 2, 3, 4, 5, 6
Convene task forces around specific areas of diversity, inclusion & equity to integrate best practices and innovation(e.g.,Unconscious Bias)	1, 2, 3, 4, 5, 6
Decentralize diversity and equity teaching by integrating previously taught culturally effective care curriculum in the medical school while continuing diversity teaching initiatives HSC-wide	1, 2, 3, 4, 5, 6
Develop and disseminate diversity training modules accessible to the Health Sciences Center with possible examples including: <ul style="list-style-type: none"> <li>○ Unconscious Bias</li> <li>○ Intercultural Communication</li> <li>○ Prioritizing Diversity</li> <li>○ Culture and Identity</li> </ul>	1, 2, 3, 4, 5, 6
Enhance student pipeline programming: <ul style="list-style-type: none"> <li>● Create community sustainability</li> <li>● Enhance evaluation and assessment</li> <li>● Enhance pipeline curricula (e.g., biomedical research, engineering)</li> </ul>	1, 2, 3, 6
Identify opportunities to increase visibility/acceptance of LGBTQ persons (e.g., Cross-link with unconscious bias training; Pipeline and mentorship opportunities for LGBTQ learners; Develop mechanisms to self-disclose as members for the LGBTQ community) Impact Health, Health Care and Health Equity to those we serve, provide highest quality clinical care and provide a premier education (e.g., incorporate sexual orientation and gender identity in to clinical care to optimize quality, incorporating LGBTQ-specific health care topics into HSC curricula)	1, 2, 3, 4, 5, 6
STEM-H Center seeks to present pre-college students with opportunities to explore their interests and abilities in STEM-H areas, engage in inquiry-based activities/competitions/research designed to spark interest in STEM-H fields	2,3
Enhance Diversity Mavens programming to support and promote staff diversity, equity, and inclusion	1, 2, 3, 4, 5, 6
Medical Leadership Academy –OfD leadership(Dr. Muller) member of Steering Committee, MLA curriculum incorporated diversity sessions and MLA diversity sessions for faculty of color	3, 4, 6
Ensure that our graduates and faculty are prepared to provide excellent linguistically competent care to our diverse patient populations (e.g., Continued and new research on proficiency of Spanish language skills of medical students, residents and faculty, Spanish language curriculum including assessment for fluency and credentialing as bilingual health care providers, etc.)	1, 2, 3, 4, 5, 6