



UNC
SCHOOL OF MEDICINE

Forward Together Faculty Update Diversity Panel

Diversity, Equity, and Inclusion in the SOM

June 8, 2021





Agenda



Introductions



Purpose



DEI Strategic Updates



Small Group Discussion



Debrief & Next Steps





Dr. Nate Thomas



Dr. Stephanie Brown



Dr. Kim Nichols

Introductions



New Name: Office of Diversity, Equity, and Inclusion

Old name: Office of Inclusive Excellence

Why: More aligned with our new structure and work



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Purpose

To share and discuss the School of Medicine *Forward Together* DEI updates

forward
TOGETHER
Strategic Plan



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What is Forward Together?

forward
TOGETHER
Strategic Plan



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Launched in 2019, *Forward Together* is the UNC School of Medicine's Strategic Plan.

It is intended to guide the institution through the next five years and move us closer to our goal of becoming the nation's leading public school of medicine.

forward
TOGETHER
Strategic Plan



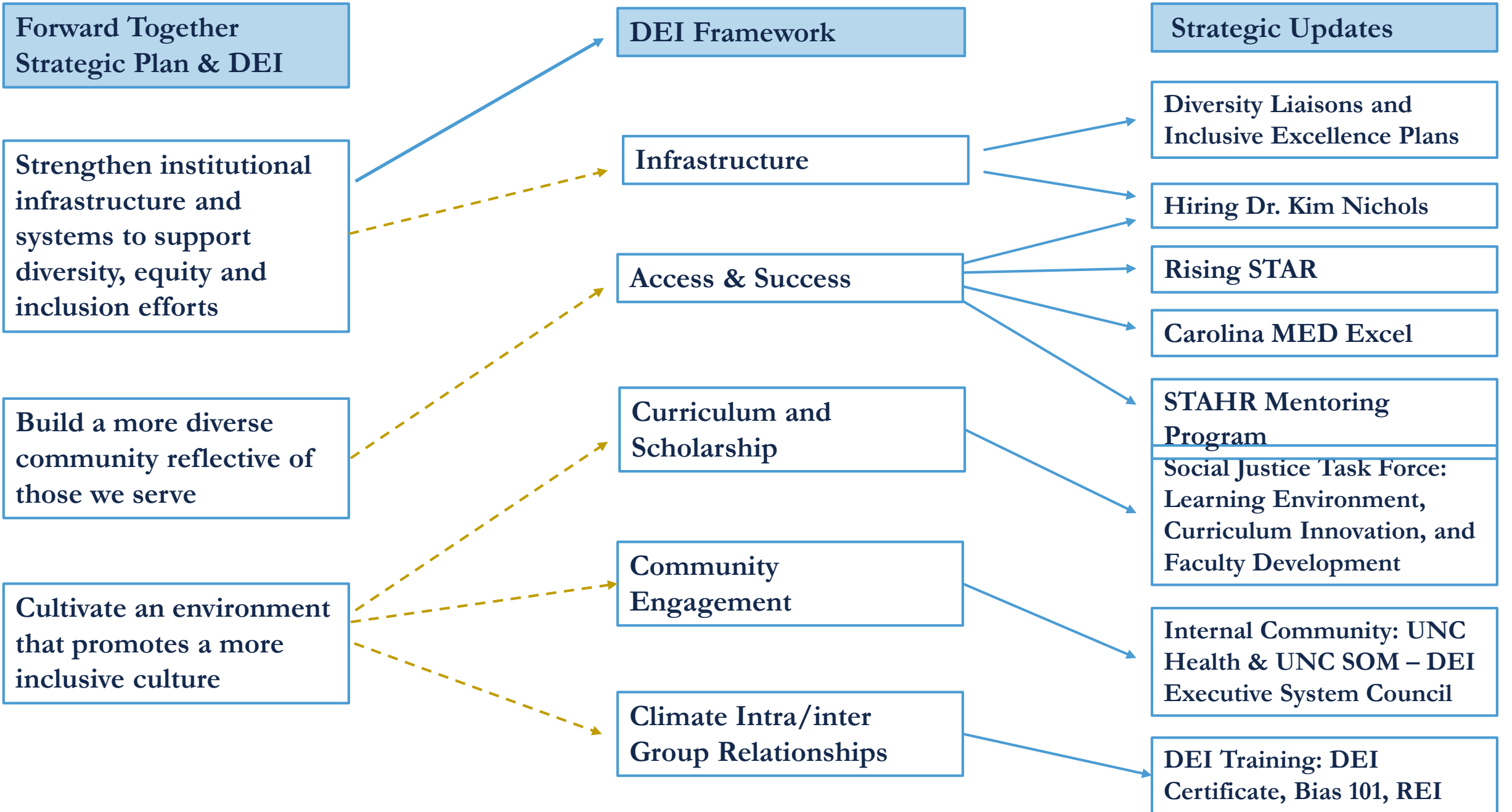
The Strategic Plan is comprised of six imperatives:



forward TOGETHER *Strategic Plan*

- **DEI Strategic priorities**
- **DEI Framework**
- **Strategic Update and Progress**





Infrastructure

- **Diversity Liaisons and Inclusive Excellence Plans**
- **Hiring Dr. Kim Nichols**



Strengthen institutional infrastructure and systems to support diversity, equity and inclusion efforts

Access and Success

- **Hiring Dr. Kim Nichols**
- **Rising Star**
- **Carolina MED Excel**
- **STAHR Mentoring Program**



Build a more diverse community reflective of those we serve

Curriculum and Scholarship

- **Social Justice Task Force: Learning Environment, Curriculum Innovation, and Faculty Development**



Cultivate an environment that promotes a more inclusive culture

Community Engagement

- **Internal Community: UNC Health & UNC SOM – DEI Executive System Council**



Cultivate an environment that promotes a more inclusive culture

Climate Intra/Inter Group Relationships

- **DEI Training: DEI Certificate, Bias 101, REI**



Cultivate an environment that promotes a more inclusive culture

Small Group Discussion Questions



- Have you seen any of these strategic actions at play within your dept.?
 - If not, What opportunities exist?
- What impacts have the strategic actions had on you or others in your dept. ?
 - How have you seen DEI trainings transfer into the work and/or learning environment?
- How is DEI influencing the work you are doing (eg. service, teaching, research, and patient care)?
 - What challenges still remain?
 - How might we provide leadership to meet these challenges?

Large Group Debrief



Next Steps

New Website

- More inclusive for the end user by SOM:
 - Areas
 - Programs
 - Resources

DEI Website

Next Steps

New Website

- More inclusive for the end user by SOM:
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DEI Website



Faculty Update Sessions

Strategic Imperative(s)

Date and Time

Diversity

Tuesday, June 8, 2:00 – 3:00 pm

Education + Service

Wednesday, June 23, 5:00 – 6:00 pm

Clinical (UNC Health Strategic Plan)

Tuesday, June 29, 5:00 – 6:00 pm



Save the Date: Education + Service

Wednesday, June 23, 5:00 – 6:00
pm

Share Your Feedback:
go.unc.edu/forwardtogether





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Learn More

www.med.unc.edu/strategicplan

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of NORTH CAROLINA
at CHAPEL HILL