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
Introductions

Dr. Nate Thomas

Dr. Stephanie Brown

Dr. Kim Nichols
New Name: Office of Diversity, Equity, and Inclusion
Old name: Office of Inclusive Excellence

Why: More aligned with our new structure and work
New Name: Office of Diversity, Equity, and Inclusion
Old name: Office of Inclusive Excellence

Why: More aligned with our new structure and work
Purpose

To share and discuss the School of Medicine *Forward Together* DEI updates
What is Forward Together?
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.
The Strategic Plan is comprised of six imperatives:

- Research
- Education
- Faculty
- Diversity
- Service
- Administration
forward

TOGETHER

Strategic Plan

• DEI Strategic priorities
• DEI Framework
• Strategic Update and Progress
Forward Together Strategic Plan & DEI

Cultivate an environment that promotes a more inclusive culture

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

Build a more diverse community reflective of those we serve

DEI Framework

Infrastructure

Access & Success

Curriculum and Scholarship

Community Engagement

Climate Intra/inter Group Relationships

Strategic Updates

Diversity Liaisons and Inclusive Excellence Plans

Hiring Dr. Kim Nichols

Rising STAR

Carolina MED Excel

STAHR Mentoring Program

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

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

DEI Training: DEI Certificate, Bias 101, REI

Rising STAR

Hiring Dr. Kim Nichols

Carolina MED Excel
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:
  • Areas
  • Programs
  • Resources

DEI Website
<table>
<thead>
<tr>
<th>Strategic Imperative(s)</th>
<th>Date and Time</th>
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<tbody>
<tr>
<td>Diversity</td>
<td>Tuesday, June 8, 2:00 – 3:00 pm</td>
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<tr>
<td>Education + Service</td>
<td>Wednesday, June 23, 5:00 – 6:00 pm</td>
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<tr>
<td>Clinical (UNC Health Strategic Plan)</td>
<td>Tuesday, June 29, 5:00 – 6:00 pm</td>
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Save the Date:
**Education + Service**
Wednesday, June 23, 5:00 – 6:00 pm

Share Your Feedback:
go.unc.edu/forwardtogether
Learn More

www.med.unc.edu/strategicplan