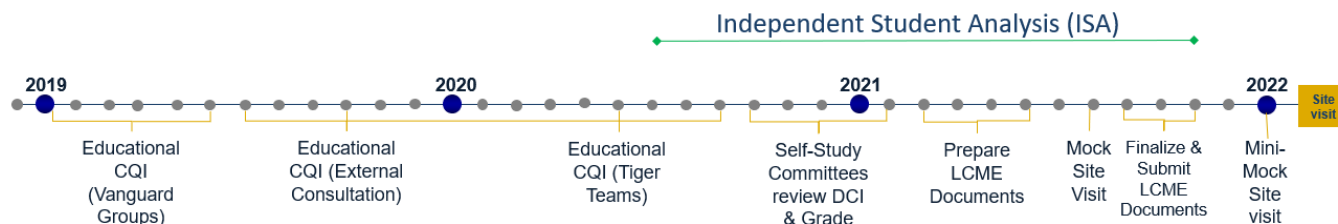


## LCME Timeline



## Diversity Updates

UC Davis School of Medicine is committed to a safe and supportive learning and working environment for its learners, faculty and staff. At the beginning of 2020-21, the Office of Health Equity, Diversity, and Inclusion created the HEDI Anti-Racism and DEI Action Plan to advance DEI and address structural racism. The plan formed the basis of the Office of Diversity, Equity, and Inclusion's **Being an Ally Requires Being an Anti-Racist Action Plan**. Highlights include:

- Recruit-Develop-Empower DEI Leaders:** HEDI in partnership with SOM successfully recruited two Associate Deans for (Diverse and Inclusion Education and Diverse and Inclusive Communities) and a Director for GME Diversity in collaboration with Graduate Medical Education. We also collaborated with the SOM departments to recruit and train 43 departmental DEI chair and co-chairs to help lead DEI efforts aligned with the **UCD DEI Strategic Vision** in their departments.
- Expand DEI and Anti-Racism Training:** Responding to the dramatically increased demand for DEI and Anti-Racism Training, the HEDI Education leaders created the **Growing as a Community** Webinar Series and **Anti-Racism and Cultural Humility** (ARC) Training and expanded its Racial Healing Circle Program, **Diversity and Inclusion Dialogue Series**, **Supporting Educational Excellence in Diversity** (SEED) Program, and helped to develop the mandatory Anti-Racism course for medical and nursing school students. Through HEDI's nearly 150 trainings in AY 20-21, over 5000 people have been trained in DEI including over 180 SOH and Health System leaders (ELT, Chairs, Deans, IORs, Residency Program Directors).
- Address Structural Racism and Inequities Internally:** HEDI partnered with our students and the School of Medicine to create the Racial Justice Report Card Action to address the structural racism within the institution that was identified by the White Coats for Black Lives Racial Justice Report Card. In addition, HEDI created and implemented the **Inclusion, Diversity, Anti-Racism, and Equity (IDARE)** Toolkit and Needs Assessment to help the institution assess and support progress towards the five goals of the UCD Strategic Vision. The needs assessment provides a rich source of information upon which departments will develop DEI action plans.
- Address Structural Racism and Inequities Externally:** The **Anchor Institution Mission Initiative** has helped to reconceptualize community partnership throughout UC Davis to better support the socioeconomic thriving of communities. Recognizing that 40% of the health of individuals and communities is determined by socioeconomic factors, the AIM initiative seeks to leverage the Health System's economic power to contribute to community thriving. Through our collaborations with the Human Resources Department, the Aggie Square Team, the CTSC, the Procurement Office, and the UCDH's Strategy Office, we've developed a data collection infrastructure, connected with local community organizations, educational institutions, and diverse businesses to collaborate on improving local workforce development, and hiring and purchasing locally. Highlights include hosting a highly successful Small and Diverse Vendor Fair that highlighted UCOP's Small Business First Program and that helped establish collaboration with Sacramento's Diverse Chambers of Commerce.

## Did You Know?

Did you know that **standard 3** in the Data Collection Instrument (DCI) recognizes the benefits of diversity and asks schools to highlight their programs? You can find out more about DEI news through our **Advancing Health Equity, Diversity and Inclusion Blog** and join in learning and celebrating events by visiting our **DEI Events Calendar**.

## I-EXPLORE UPDATE

Meet the new **I-EXPLORE Faculty Educators** for the pre-clerkship and clerkship curriculums!

## REMINDERS

- We will launch a second student survey to measure progress on the **ISA areas of concern** in Oct 2021.
- The virtual Mock Site Visit is scheduled for October 12-14, 2021.
- We will submit our institutional accreditation materials to the LCME in November 2021.
- The virtual Site Visit is scheduled for February 28 – March 2, 2022!

For more information on LCME, please visit our **accreditation website**