
DIVERSITY TASK FORCES RECOMMENDATIONS

October 29, 2021

This time last year, we held our first diversity town halls following the call to action to address diversity, equity, inclusion and social justice in the School of Medicine and the community we serve. Hundreds of faculty, staff, residents and students gathered together (virtually) to share their thoughts about diversity, equity, inclusion and justice at Indiana University School of Medicine. Some attendees wanted to learn, some wanted to be heard, and many came because they wanted to help. From that, we charged three Diversity Task Forces to look at specific issues within the School and to provide actionable recommendations for sustainable changes to improve the culture and climate here at the School.

These task forces – comprised of over 40 faculty, nine residents, 25 students and 16 staff – spent countless hours meeting, researching and discussing the potential changes we could pursue. They have our sincere thanks for their dedication, interest, expertise and excellence in leading this work. In late summer 2021, the task force chairs shared their team’s recommendations with me. The results are summarized on the following page. While it may have seemed like a long time between the charge and the final report, you can see that while the task forces were completing their work, numerous diversity initiatives launched or continued with the help and support of the Office of Diversity Affairs and others throughout the School community.

The future actions identified here are a high-level summary of the work ahead. Our commitment to diversity, equity, inclusion and justice for all of those with whom we interact will not waiver. We need to continue fighting the insidious ways that bias disadvantages marginalized communities. We encourage you to stay engaged and be active allies and partners in DEIJ work through affinity groups, training, task forces, committees or even directly in your unit or department. Each of you has something to contribute, and our quest to be better tomorrow than we are today does not stop with a final report. We look forward to continuing conversations with you through regular diversity town halls, and encourage you to reach out with ideas, observations or suggestions any time.



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INCLUSIVE ENVIRONMENT	EDUCATION
<p>RECENT EFFORTS</p> <ul style="list-style-type: none"> • Honor Code for entire IUSM community • Companion Honor Code Policy • Cross-cultural student success retreat • Achieving Inclusivity in Medicine (AIM) during medical student orientation • SNMA, Multicultural Physician Alliance, and other Student Interest Groups • Pronoun badges (“badge buddies”) • Regional Campus Learning Environment report • Appointment of Director of Holistic Student Success and Advocacy regional campus students • Appointment of Associate Director for Academy of Teaching Scholars with a focus on inclusive teaching practices • Reviewing medical education curricula to address biases and microaggressions in medical education 	<p>RECENT EFFORTS</p> <ul style="list-style-type: none"> • iCARE training program • Annual LGBTQ+ healthcare conference • Workshops on unconscious bias, cultural humility, microaggressions and micro-resistance, upstander intervention workshop, safe space and LGBTQ+ care • DEIJ modules added to INScope • Cultural Awareness Town Hall • Diversity Town Halls
<p>FUTURE ACTIONS (from task force recommendations)</p> <ul style="list-style-type: none"> • Honor Code advisory committee • IUSM/IU Health DEIJ Task Force • IUSM Diversity Council a standing committee w/FAPDD dean as co-chair • Single, school-wide climate survey • Expanded mistreatment reporting system • Require IUSM staff orientation 	<p>FUTURE ACTIONS (from task force recommendations)</p> <ul style="list-style-type: none"> • Central repository for all climate surveys • Single climate survey for all IUSM members • Develop website devoted to sharing DEI resources • Required training in unconscious bias, micro-aggressions, micro-resistance, upstander training
REPRESENTATIONAL DIVERSITY	HEALTH EQUITY
<p>RECENT EFFORTS</p> <ul style="list-style-type: none"> • Addition of representational data to the IUSM Fact Sheet • Annual DEI Report • iDREAM Recruitment program • Inclusive recruitment practices CANVAS course developed • Departmental and Units 3-year DEI strategic plans created • GME DEI toolkit • Visiting rotations • Black Men in White Coats screening and panel discussion 	<p>RECENT EFFORTS</p> <ul style="list-style-type: none"> • Appointment of Associate Dean for Health Equity Research • HRSA Grant to educate medical students to better care for underserved populations
<p>FUTURE ACTIONS (from task force recommendations)</p> <ul style="list-style-type: none"> • Develop a DEI scorecard for IUSM senior leaders • Create additional dashboards to make DEI information more readily available to internal stakeholders • DEI Annual Report 	<p>FUTURE ACTIONS (from task force recommendations)</p> <ul style="list-style-type: none"> • Require health disparities and racism training for patient facing members