Council on Diversity and Inclusion
Friday, April 23, 2021

MEMBERS IN ATTENDANCE
Blake Busey, D.O., Chair
Lizette Villanueva, Ph.D., R.N.
Andrea Ramirez, B.A.
Huanyu Dou, M.D.
Alexa Guerrero, Masters Student
Fatima Gutierrez, M.D.

Nagela Sainte-Thomas, M.D., Chair-elect
Jessica Calderon-Mora, Dr. PH.
Charmaine Martin, M.D.
Estella Price, MSII
Brittany Montgomery, M.D.

MEMBERS ABSENT
Robin Dankovich, Ed.D.
Charishma Boppana, M.D.
Ivonne Espinosa, D.N.P., APRN, FNPBC
Alyssa Silva, ABSN
Richard Brower, M.D., FAAN
Mona Abukhaled, M.S.N., R.N.

EX OFFICIO MEMBERS
Mayra Morales, M.B.A., Senior Director - Diversity, Inclusion, and Global Health
Jose Morales, F.A., Coordinator - Diversity, Inclusion, and Global Health

I. CALL TO ORDER
Blake Busey, D.O., Chair of the Council on Diversity and Inclusion, welcomed attendees and called the meeting to order at 12:05 P.M.

II. Introduce Faculty Senate Representative
Council Members
Dr. Busey was not able to introduce Faculty Senate Representative due to meeting conflict as Faculty Senate meets quarterly on the fourth Friday of the month.

- Faculty Senate voted and elected a CDI representative:
  - Gloria Loera, D.N.P., R.N., NEA-BC
  - GGHSON Program Director, Graduate Program Assistant Professor
- Faculty Senate requested that the CDI move their meeting dates to accommodate the faculty senate representative
CDI agreed to keep their current meeting date and time but will adjust their bylaws to reflect the Faculty Senate representative, noting that they would not be attending CDI meetings during FS meetings are concurrent.

III. CDI BYLAWS
Blake Busey, D.O., Chair
Nagela Sainte-Thomas, M.D.
Charmaine Martin, M.D.
Fatima Gutierrez, M.D.
Lizette Villanueva, Ph.D., R.N.
Brittany Montgomery, M.D.
Jessica Calderon-Mora, Dr. PH.
Estella Price, MSII

ASSIGN SEAT TERMS:
The CDI will be staggering position terms so as to avoid vacant seats simultaneously and give the council consistency in its membership.

- Names of CDI members were selected at random to determine staggered seat terms
- Mona Abukhaled, M.S.N., R.N. was randomly selected to be one of the short 2-year term members representing GGHSON
- Dr. Busey volunteered to be one of the 2-year term members representing PLFSOM
- Ratina Boppana, M.D., volunteered to be one of the 2-year term members representing PLFSOM
IV. INSTITUTIONAL DIVERSITY STATEMENT

The CDI discusses content to update the diversity statement from the school level to the institutional level. The CDI created a sub-committee that included representation from each school to assist in the revamping of the statement. The sub-committee presented the statement to the council:

- The focus of the statement is more tailored to the community we serve
- LCME criteria was taken into consideration to expand on the statement.
- The statement was modified to be general, other campus schools are welcome to create a diversity statement that is tailored for their needs.

Council decides that the statement can be expanded. Dr. Busey asks council members to send in additional edit suggestions and the statement be finalize via electronic vote.

V. DIVERSITY AND INCLUSION ACTIVITIES

Mayra reports on the following diversity related programs sponsored by the Office of Diversity, Inclusion, and Global Health:

- Diversity and Global Health Perspectives Film Series: March 25 2021- “Feminist: What Were They Thinking?”
- April 9, 2021 - “Black Men in White Coats” Film debriefing discussion facilitated by Dr. Eric Hurley and Dr. Folusho Ogunfiditimi

VI. TOWN HALL STRUCTURE

Dr. Calderon-Mora gave a brief overview of her discussion with Dr. Alexis Rossi on how the council could go about creating the space and opportunities for town hall meetings. Dr. Rossi presented Dr. Calderon-Mora with a proposal containing 3 options.

- Provide session to committee first and have 2 sessions with stakeholders then share the results provided
- One small group per each constituent (Students, Faculty, Residents, and Staff), with a campus wide town hall to follow and discuss findings from the smaller town halls.
- One large town hall to include everyone on campus

Council agreed to move forward with the third option and would like for the town hall to cover items presented by the students on the TTUHSC El Paso Response to Students Suggestions and taskforce Recommendations on Systemic Racism and Health Care

VII. UPDATE ON MEETING WITH CME

CDI Leadership met with CME Senior Director, Cynthia Juarez. It was agreed that the CDI should be involved with making sure diversity content presented by internal speakers is being reviewed and approved by the council. This streamlining will decrease duplication of diversity related programs around campus and allow for content consistency.

- Implement mandatory Unconscious Bias and Safe Zone trainings institution wide
- Refresher course for those who have taken the trainings before
- There is an opportunity to develop a proposal for a two-tier study from the data collected out of the training’s pre and post evaluations
- Diversity related content should be reviewed by the CDI to ensure that it is consistent with recent literature
VIII. SOCIAL JUSTICE ITEMS

Nagela Sainte-Thomas, M.D.
Blake Busey, D.O., Chair
Mayra Morales, M.B.A.
Estella Price, MSII

REVIEW OF ANTI-RACISM AND RACIAL JUSTICE STATEMENT:
The CDI reviewed the statement provided by Dr. Calderon-Mora and Dr. Gutierrez. Dr. Busey asked the council to send edit suggestions, if any, via email.
- Statement will be reviewed and approved next meeting

IX. ACTION ITEMS ON SYSTEMIC RACISM AND HEALTH CARE REPORT:

Blake Busey, D.O., Chair

An action item list will be sent out to the council. Dr. Busey asks everyone to review the action items and to sign up for the items they are interested in spearheading or work on.
- Dr. Busey reminds the council that they are to work on a strategic plan to address the tasks found on the Action items on systemic racism and health care report
- Some items on the report are in progress
- We need someone to work on these specifically and spearhead each one of the action items

X. MEETING WITH TTUHSC EL PASO PRESIDENT

Blake Busey, D.O., Chair

The CDI leadership will be meeting with Dr. Lange sometime in June to discuss how to obtain support from leadership on diversity work.
Items for discussion:
- Incident report process
- Survey results from the 278 responses

XI. SET NEXT MEETING AGENDA

Council

The council discussed agenda items for the next meeting:
- Finalize the campus wide Diversity Statement
- Review Incident Report Survey Results
- Review and finalize the Anti-Racism statement
- Update on Town Hall Meeting Project

XII. ADJOURNMENT

Dr. Busey, Chair of the Council on Diversity and Inclusion adjourned meeting at 12:58 p.m.

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Blake Busey, D.O.
Council on Diversity and Inclusion Chair