COUNCIL ON DIVERSITY AND INCLUSION
Thursday, Feb. 24, 2022
Noon – 1:00 p.m.
WebEx Video Conference

MEMBERS IN ATTENDANCE (☐=Present)
☐ - Charishma Boppana, M.D.
☒ - Richard Brower, M.D., FAAN
☒ - Blake Busey, D.O., Chair
☒ - Jessica Calderon-Mora, Dr. PH.
☒ - Robin Dankovich, Ed.D.
☐ - Huanyu Dou, M.D.
☐ - Ivonne Espinosa, D.N.P., APRN, FNPBC
☐ - Alexa Guerrero, Masters Student
☒ - Kiani Liggins
☒ - Fatima Gutierrez, M.D.
☐ - Gloria Loera, D.N.P., R.N., NEA-BC
☐ - Charmaine Martin, M.D.
☒ - Michelle Oyeka, M.D.
☐ - Estella Price, MSII
☐ - Andrea Ramirez, B.A.
☒ - Lizette Villanueva, Ph.D., R.N.
☒ - Marcos E. Ortega, Ph.D.
☒ - Sydnye Fields

EX OFFICIO MEMBERS
☒ - Mayra Morales, M.B.A., Sr. Director – Diversity, Inclusion, and Global Health
☒ - Jose Morales, Coordinator – Diversity, Inclusion, and Global Health

GUEST
☒ - Tobi Okopie, on behalf of Alexa Guerrero

I. CALL TO ORDER
Jessica Calderon-Mora, Dr.PH, Chair of the Council on Diversity and Inclusion, welcomed attendees and called the meeting to order at 12:05 P.M., via Webex Meetings.

II. Review and Approval of Minutes
Dr. Busey motioned to approve meeting minutes; Dr. Brower seconded. Minutes were approved and will be sent to Council Chair for signature.

III. Update on Remaining Action Items
Dr. Martin will give her update on the next CDI meeting.
Dr. Dankovich gave a brief summary and status update on the reporting system.

Reporting System
• Reporting system Maxine was purchased
• Used to document title IX issues, conduct, to a variety of different incidents
• For purpose of diversity, it’ll be used to document discrimination or other type of activities that inhibit inclusion
• Anticipate the system to be up and running by April 1st

Social Justice Curriculum
Dr. Brower provided a summary on the social justice curriculum.

Overarching goal
• To advance the mission of TTUHSC El Paso by ensuring that all degree programs incorporate essential principles of social justice
• The goals and objectives will apply to all TTUHSC El Paso degree programs
• To promote social awareness and justice through education

Six Social Justice Curricular Areas/Domains
• The social determinants of health knowledge
• Systemic racism and other forms of prejudice and discrimination based on marginalized and/or minority status
• The biopsychosocial model of health
• Health equity
• Advocacy in healthcare
• Healthcare and community inclusiveness
Dr. Calderon-Mora spoke to the council on DEI needs and needs identified across campus.

- **Lactation rooms**
  - Create lactation room flyer to inform campus of various locations
- **Wheelchair accessibility**
  - Al Flores has previously been informed of these issues. Dr. Calderon-Mora to send him and email on behalf of the CDI asking for an update on these issues
- Other than training, need to incorporate methods to tackle UB training during faculty recruitment
- More diversity training for students and faculty at SON
- Incorporating DEI and cultural awareness into SON curriculum
- Trainings, especially hands on, for WHSDM faculty and students
- **Create subcommittee** to come up with trainings and revamp existing trainings. Volunteers needed. - CDI members that signed up to volunteer:
  - Dr. Gutierrez
  - Kiani Liggins
  - Dr. Villanueva
  - Dr. Ortega
  - Tobi Okopie
  - Dr. Oyeka
- Lunch and Learns
- **EMR fields for preferred pronouns**
- Need for connection between Tech and hospitals or specialty care offices to ensure seamless coverage for patients, especially those with low SES
- Implementation for social justice curriculum

**Update Cultural Competence Conference**

Dr. Calderon-Mora

Planning committee has met and decided on a date for the conference of Friday, August 12. Committee is planning for in-person conference but will prepare of hybrid/virtual if needed.

- Topic conference is “How to create an equitable environment”
- Asking the council to e-mail speaker recommendations

**Visibility of CDI on Campus**

Jessica Calderon-Mora, Dr. PH

Council Members

Dr. Calderon-Mora discussed future ideas on how to increase the visibility of the CDI:

- Using the CCC video recorded for last year’s conference to project on campus monitors
- ODIGH will work on rendering and having those video ready at a later date

**Report on Coalition of Leadership of Diversity-Related Student Groups**

Dr. Calderon-Mora

Dr. Calderon-Mora discussed CDI partnership with leadership in diversity related student groups:

- Start coalition with Diversity Student Group leadership
- Some groups are working on their own efforts without knowing what other groups are doing
- This will help to create larger events on campus and avoid overlap
- First meeting will be coming up on Tuesday, March 1st.

**Student Report**

Tobi Okopie on behalf of Alexa Guerrero

Tobi Okopie provided a brief report on behalf of Alexa Guerrero:

- Spanish Club has been very active
- Spanish is such an essential part of the student learning, it would be in the best interest of the university to incorporate Spanish practice into
the curriculum, rather than it being an extracurricular activity
• There has not been any progress on the mural at MSBII

IX. Diversity and Inclusion Activities

Mayra Morales, M.B.A.

• Friday, Feb. 25, in honor of Black History Month, a lecture entitled “Becoming Anti-Racist Health Practitioners in Black Latinx Communities” will be presented by Omaris Z. Zamora-García, PhD, Rutgers University-New Brunswick

• Wednesday, Mar. 16, Carrie M. Rosario, Dr.PH., MPH, CHES, TTS, from UNC Greensboro will be presenting “The Elephant in the Room: Understanding the impact of Discrimination and Bias in Health Care”

X. Next Meeting Agenda

Council Members

Dr. Calderon-Mora asked all CDI members to email a diversity, equity, inclusion need for their area to be discussed at the next meeting.

XI. ADJOURNMENT

Dr. Calderon-Mora, Chair of the Council on Diversity and Inclusion, adjourned meeting at 1:05 p.m.

Jessica Calderon-Mora, Dr. PH.
Council on Diversity and Inclusion Chair