Jessica Calderon-Mora, Dr.PH. Chair of the Council on Diversity and Inclusion, welcomed attendees and called the meeting to order at 12:03 P.M., via WebEx Meetings.

Dr. Busey motioned to approve meeting minutes; Dr. Ortega seconded. The Council on Diversity and Inclusion members unanimously approved the April meeting Minutes and will be sent to Council Chair for signature.

Dr. Calderon-Mora spoke to the council on DEI needs identified across campus:

- **Lactation room flyer**
  - Flyer created and was sent to Jennifer Erickson, AVP of HR. Mayra was told that various changes were being made to the areas and asked that we wait to distribute the flyer. Pending a response of when it can be sent out.

- **ADA accessibility and safety issues**
  - An e-mail to Al Flores, Managing Director for Physical Plant, was sent to him regarding several ADA accessibility and safety issues across campus that have been brought up during recent council meetings.
  - Physical Plant communicates that they cannot add in any other crosswalks due to it being a city street.
  - Extra lights have been added but some students continue to express concern.
  - Offered solution: students parked in the FSB could move to the MEB parking lot after 5pm.
  - Shuttle should be available every 15 minutes. Otherwise, students may call traffic and parking to ask for the shuttle.

- **Re-vamping of Unconscious Bias/Cultural Competence Training**
  - First subcommittee meeting took place on Monday, March 28th.
  - Subcommittee broke-up into two groups
    - One group is going to learn what other schools were doing, and build off of that.
    - Dr. Calderon-Mora mentioned that all but 3 Texas medical schools had responded as to what types of unconscious bias training is offered or not and we will take this into consideration when re-vamping the outline of the training.
    - The second group of the subcommittee is to revise the current outline. This group was provided the current outline and proposed suggestions.

- **Meeting with CMIO to discuss EMR inclusive fields**
  - Meeting with Dr. Thomas O’Neil, Chief Medical Information Officer, took place on
April to speak about the EMR system.
• Clinical Informatics will be testing out the fields in June, once they’re able to build that into Centricity an update will be provided.
• Transmountain Facility has same concern. Dr. Calderon-Mora to ask CMIO if the forms will also be included in the Transmountain clinic.

IV. Membership
Dr. Calderon-Mora
Dr. Calderon-Mora states that there are two student membership vacancies:
  o PLFSOM Student Representative
  o FGSBS Student Representative
• Council would like to continue to have 1 student from each school in addition to a representative from SGA to attend the meetings to report on events, issues, etc. The SGA representative would not be a member of the CDI.

V. Theatre for health equity
Dr. Calderon-Mora
Dr. Calderon-Mora provided a summary about possible plans to collaborate with UTEP on developing the theatre of oppressed concept to teach diversity, Microaggressions & bias:
• Dr. Sadhana Chheda, Associate Professor in Pediatrics, has a partnership with the Theater and Dance Department at UTEP and they were able to secure $20,000 to bring the individuals that will conduct a train the trainer.
• Training will be on August 15-19th at UTEP from 9am-3pm.
• An email with detailed information on the program and training will be sent to the council
  o Anyone interested reach out to Dr. Calderon-Mora

VI. Update on Cultural Competence Conference
Dr. Calderon-Mora
Dr. Calderon-Mora gave a brief summary on the 11th Annual CCC.
• Conference will be hosted on Friday, August 12th
• Conference is being hosted in person
• Location will be on campus, MSB II, Auditoriums
• All speakers have been confirmed
• There will be CME credit with ethics, CNE & CHES Certification as well
• Keynote speaker will talk about health equity across all health professions through policy and systemic changes
• Two breakout concurrent sessions on promoting health equity have been included as part of the program:
  o 1st concurrent session: Achieving Mental Health Equity.
  o 2nd concurrent session: Fostering Health Equity through Health Education.
  o 3rd concurrent session: Gender Gap in Health Professions.
  o 4th concurrent session: Encouraging Health Equity through Social Media.
• The Fast Talk presentations will be included again this year.
• A workshop will be conducted on Addressing Cultural Competency in Trauma Informed Care.
• Closing plenary will be on Colorism and Health Disparities.
• We will be reaching out to you to ask to sign-up to serve as conference moderators.

VII. Visibility of CDI on Campus
Dr. Calderon-Mora
Dr. Calderon-Mora provided a recap on the visibility of CDI on campus and the plan of action for the video:
• The video has been finalized by Jose Morales.
• ODISH will reach out to IA to place the video on campus monitors.
• This will increase the CDI’s exposure/visibility.

VIII. Coalition of students leaders of Diversity – Related student Groups
Dr. Calderon-Mora
• Dr. Calderon-Mora noted that a follow-up meeting with the coalition was scheduled for May 6th, but no one attended. Reaching out in a month to meet with the students again for updates and ask for new leadership information.
• CDI leadership received feedback- students expressed that they felt exhausted because they had been the ones coming up with ideas and coordinating events.
• Dr. Oyeka suggested to do a reach out where they can come together collectively, and address that trauma that happens around us.
IX. Diversity, Equity, Inclusion Needs Among Residents

Dr. Calderon-Mora

Dr. Calderon-Mora provided a summary about the possibility of having a survey to measure the DEI needs for the residents.

- Dr. Calderon-Mora, Dr. Martin, and Mayra have been working with Dr. Tonarelli and Dr. Robles in the Department of Psychiatry on ways to implement DEI content in residency programs.
- CDI leadership spoke with Dr. Meza, Associate Professor in GME, he has given the CDI the green light to develop and disseminate a survey to assess DEI needs for residents.
  - CDI leadership will work with OIRE and ODIGH to develop the assessment to be distributed across campus and will branch off to different constituents.

X. Student Report

Council Members

- No student reports

XI. Diversity and Inclusion Activities

Mayra Morales - Sr. Director, ODIGH

Mayra lets the CDI know that ODIGH is collaborating with Pride Alliance on the following:

- Rainbow Run, taking place on a Saturday, June 18th (pending Dr. Lange's approval).
- Diversity and Global Health Perspectives Lecture and Film Series: topic on LGBTQ+ Health
- An Xpression Café- everyone on campus will have the opportunity to express their support for the LGBTQ+ population.
- Participate in the Sun City Pride Parade (pending Dr. Lange's approval).

XII. Roundtable

Council Members

- Dr. Martin would like for the CDI to work with the Child Crisis Center as the next community outreach effort:
  - The Child Crisis Center has been working on remodeling their entire kitchen. Donations could be raised to assist them on the remodeling.
  - Two students Melissa Huddleston and Kyle Kenner and Dr. Martin are discussing a fundraiser to raise money.
  - The idea of the fundraiser is selling food over lunch time
  - They can use some of those funds for their pediatric student interest group and to donate to the crisis center
- Dr. Lange and IA approved the letter of solidarity for the Uvalde community to be included on the Tech Talk Newsletter and ODIGH Instagram.
  - We can also ask to request a moment of silence if anyone would like to volunteer.

XIII. Next Meeting Agenda

- CDI Meeting structure will be moved bi-monthly with in between subcommittee meetings as necessary as discuss.
  - Dr. Lizette Villanueva motioned to approve; Dr. Robin Dankovich seconded. The Council on Diversity and Inclusion members unanimously approve CDI meetings to be moved from monthly meetings to bi-monthly meetings.
- Next Meeting scheduled for Friday, July 22, 2022

XIV. Adjournment

Council on Diversity and Inclusion
Thursday, May 27, 2022
Dr. Calderon-Mora, Chair of the Council on Diversity and Inclusion, adjourned meeting at 1:03 p.m.

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