MS1 Class Meeting
CEDI Update

Friday April 5, 2019
Agenda

• Mission
• CEDI’s people
• CEDI’s roles and responsibilities in the SOM
• CEDI’s role in supporting students of color and other underrepresented students in the SOM
• CEDI’s role in addressing racism and other -isms in the learning environment and curriculum
CEDI’s Mission

The mission of the Center for Health Equity, Diversity and Inclusion (CEDI) is to build individual and institutional capacity to achieve excellence, foster innovation, and further health equity in our state and region by advancing diversity and inclusiveness throughout the School of Medicine’s teaching, patient care and research programs.
CEDI’s People

• Faculty
  • Leo Morales
  • Jason Deen (Indian Health Pathway)
  • Corinne Heinen (LGBTQ Pathway)
  • Daniel Cabrera (Hispanic Health Pathway)
  • Janice Sabin (Faculty Development)
  • Naomi Shike (Faculty Development)

• Staff
  • Danielle Ishem*
  • Brian Davis
  • Nora Coronado
  • Dan Olson
  • Holly Letourneau
  • Amanda D’Bato
Center for Health Equity, Diversity and Inclusion (CEDI)

Nora Coronado
Manager, Community Outreach

Holly Letourneau
Interim Manager, Education & Curriculum

Dan Olson
Research Analyst

Brian Davis
Administrative Assistant

Amanda DeBato
Admin and Finance Manager

Danielle Ishem
Manager, Workforce Development

Janice Sabin
Associate Professor
CEDI’s Roles and Responsibilities

- Preparing students from underrepresented backgrounds for medical school:
  - SHPEP (Nora Coronado)
  - UW HPA (Holly Letourneau)
  - UPREP (Danielle Ishem)
- Recruitment: Second Look (Danielle Ishem)
- Support for medical students from underrepresented backgrounds:
  - Pre-Matriculation Program (Danielle Ishem)
  - CEDI-affiliated medical student organizations (Danielle Ishem)
    - LMSA, SNMA, Q-Med, Medicine Wheel, APAMSA
  - CEDI Pathways and electives (Holly Letourneau)
    - Indian Health Pathway, Hispanic Health Pathway, LGBTQ Pathway
    - Six elective courses
CEDI’s Roles and Responsibilities

• Faculty development related to diversity and inclusion
  • Faculty development partnership with the Associate Dean for Faculty Development
  • Diversity symposiums – holistic hiring, sexual harassment, non-binary gender and sexual orientation, inclusive climate (Sabin and Shike)
  • Implicit bias module: ~900 faculty have completed (Sabin)
  • BRIM Study (Shike)
  • Search committee training (Sabin & Shike)

• Resident (GME) diversity and inclusion (Nora Coronado)
  • NURF speaker series
  • NURF recruitment
  • Diversity visiting sub-internships
  • Speed mentoring
CEDI’s Roles and Responsibilities

• Faculty diversity and advancement (Nora Coronado)
  • CMFA mentoring award
  • CMFA speakers and receptions
  • Sponsored faculty development
  • A&P policy and search committee training requirements (Morales)

• CEDI’s role in the learning environment and curriculum
  • ARAC: ex-officio committee member (Morales)
  • Admissions: waivers/scholarships and recruiting (Morales & Coronado)
  • Curriculum: ex-officio committee member (Morales)
  • Student affairs: URiM committee co-chair (Morales)
  • Strategic planning: ex-officio committee member (Morales)
  • Learning Environment Subcommittee co-chair (Morales)
Connecting with students

• Class meetings
• URiM Advisory Committee
• ARAC
• Deans and Friends
• Lunch with students
• Ad hoc (any door policy)