



### Commonwealth Medicine Cultural Diversity (Continued)

#### FY19 Goals:

- To promote and create a safe space for CWM staff to discuss areas of interest, concern, perception and D&I needs in their work environment
- To support efforts to build a diverse and inclusive health and public service workforce
- To increase leadership knowledge and skills to identify/integrate D&I best practices/competencies into program/departamental management and supervision
- To support efforts to expand the base network of D&I champions and strengthen workplace diversity
- To assess and explore mentorship opportunities for underrepresented employees

### Disabilities

**Executive Sponsor:** Joan Vitello, Dean, Graduate School of Nursing

**Co-Chairs:** Melissa Anderson and Linda Long

#### FY18 Accomplishments:

- Assistive Technology Library Exhibit
- Book Reading, *Laughing at My Nightmare*, co-sponsored with Civility Subcommittee at Medical School Campus
- *Carry On: A Story of Resilience, Redemption and an Unlikely Family*; Speakers, Author Lisa Fenn and Sharon Silvia, Director of Adoption, Department of Children and Families
- Film viewing *Lives Worth Living*, in collaboration with medical students
- We also continued the work to improve the accessibility of online materials that began with the Access at Work task force
- Recruited new members

#### FY19 Goals:

- Increase awareness about living with a disability by having at least three programs/offerings related to disabilities.
- Increase skills for employing people with disabilities by having one program/offering related employment of individuals with disabilities.
- Support efforts to make UMass an “Employer of Choice” and raise awareness of the importance of the Americans with Disabilities Act for people with disabilities



### International

**Executive Sponsor:** Mary Ellen Lane, Dean, Graduate School of Biomedical Sciences

**Co-Chairs:** Robert Layne and José Lemos

#### FY18 Accomplishments:

- Supported National Immigration Week, November 13th – 17th
- Hosted “The TB Talk” by Dr. Chris Sasseti on May 24, 2018.
- Hosting a Summer Welcoming Potluck Event on June 22, 2018 from 4:00pm -6:00pm at Quinsigamond Lake (regatta) table pavilion area to welcome all international students, staff and faculty.
- Formed a committee to discuss the possibility of putting on UMass “Suitcase Stories” where some of our employees tell their own stories of how they arrived here on campus.



#### FY19 Goals:

- Host a Spring Scientific Seminar with focus on international health and research
- Host a summer or fall event promoting networking, cultural understanding and diversity
- Support International Education Week in November 2018 with events that celebrate our international population

### Lesbian, Gay, Bisexual, Transgender and Allies

**Executive Sponsor:** Brendan Chisholm, Chief of Staff, Chancellor’s Office

**Co-Chairs:** Shawn Morrissey and Kenneth Peterson

#### FY18 Accomplishments:

- Created community presence, increased awareness of LGBT concerns.
  - 100+ people attended the 6th Annual Convocation Luncheon in September 2017, LGBT awareness for Transgender Individuals. Keynote “Gender Nonconforming Children & Transgender Youth” by Johanna Olson-Kennedy, MD.
  - Implemented with UMMS nursing and medical students and UMMHC patient experience department the LGBT Patient and Family Advisory Council (PFAC).
- Increased social presence and community engagement.
  - More than 30 people attended a social networking event in October 2017 for UMMS employees and UMMHC employees.
- Sponsored a community event for UMMS nursing and medical students to engage with local patients as part of 2017 Population Health Clerkship: Access to Quality Health Care and Services in LGBT Communities.
- Increased cultural competence and enhanced cultural humility by developing and facilitating LGBT-specific education.
- Co-sponsored with CWM Cultural Diversity Committee a lunch and learn session to preview and discuss a documentary film: *Gender\*kation: A Gender Emancipation*.



#### FY19 Goals:

- Increase awareness of LGBT specific concerns and enhance community presence.
- Increase social presence and community engagement.
- Develop LGBT specific cultural competence/humility programming
- Promote UMMS as employers of choice and an open and diverse educational institution.

### Minority Academic Advancement (MAAC)

**Executive Sponsor:** Terence Flotte, Provost and Dean, School of Medicine

**Co-Chairs:** José Lemos and Steve Stowe

#### FY18 Accomplishments:

- Participated in the FDSP Oversight and Review, welcome reception for new URM faculty, and continued in the role of an Advisory Group.
- Facilitated Hispanic Heritage Month speaker, Ilan Stavans, to support Latino faculty and students
- Presented ideas to Provost Flotte to increase URM faculty at UMMS.
- Hosted 4th New England Regional SACNAS meeting at UMMS.

#### FY19 Goals:

- Recruit additional URM Faculty to UMMS and to lead and support the MAAC.
- Build an inclusive work environment through increased engagement of Black, Hispanic and LGBT faculty and staff.
- Continue efforts to provide mentoring and devise more efficient mentoring, recruitment and retention strategies for URM faculty and students
- Continue our efforts to support and improve the FDSP in collaboration with DIO and OFA.
- Continue to support Latino faculty, as well as graduate, medical and postdoctoral students

### MassBiologics Diversity Committee (MDIC)

**Executive Sponsor:** Mark Klempner, Executive Vice Chancellor, Mass Biologics

**Co-Chair:** Jeffrey Way

#### FY18 Accomplishments:

- Created a series of seminars call “Talk with Susie.” Hosted by Susie Webb-Scott, these seminars featured employees from varying backgrounds discussing their history and story on how they got to where they are today, the challenges they faced and accomplishments they achieved. The sessions were very well received and MDIC hope to plan more in the future.
- MDIC also worked to have message monitors put up in all three buildings. These monitors provide a consistent message to all staff with announcements of events at MassBiologics as well as events from around all UMMS campuses.

#### FY19 Goals:

- To work with Reos Partners and other committee chairs to refocus efforts of the MDIC. The hope is that these activities work towards building an inclusive culture where previous members and new members excited about being a part of such an important committee.

### Mature Workforce

**Executive Sponsor:** Luanne Thorndyke, Vice Provost, Office of Faculty Affairs

**Co-Chairs:** Eydie Cullen and Valerie Wedge

#### FY18 Accomplishments:

- We began the year with four members. Two of our members became the co-chairs in late Fall. Recently we welcomed two new members.
- Held a successful event in February thanks to coordination by DIO and

HR. Susie Morneau presented “Transitions to Retirement” with over 70 attendees. The feedback was positive with requests to provide more programming of this kind at offsite campuses.

#### FY19 Goals:

- Identify MWF co-chairs (one faculty and one staff) for 2020 and recruit new committee members.
- Bring a greater understanding of the value intergenerational workgroups bring to UMMS
- Work with Reos Partners to evaluate the viability of the MWC and advance a positive and respectful multiple generational culture
- Modify the mission and goals to address intergenerational issues through education, informational resources and intergenerational events/programs.
- Collaborate with the Disability committee to offer a Healthy Living Fair to give employees the opportunity to learn, observe and experience supportive services in the community to seniors and those with disabilities.
- Offer presentations on timely topics related to retirement such as emotional and physical transitions, housing, finances and technology

### Professional Women

**Executive Sponsor:** Jennifer Berryman, Vice Chancellor, Communications

**Co-chairs:** Justine Ashley and Patti Levenson

#### FY18 Accomplishments:

- Hosted a dialogue: “Thoughts about Leadership from a Women’s Perspective” by Mariann Felice
- *Dress for Success*: Raised over \$3,300; Introduced a raffle; Will continue to raise money by having a mini-boutique at the *Multicultural Women’s HealthSummit* in June



- Book Read: *Happiness Advantage: The Seven Principles That Fuel Success and Performance at Work* by Shawn Achor
  - Engaged clinical and school community; exposed them to the group
  - Determined ways to improve our success and happiness in the workplace
  - Newfound respect and understanding for our colleagues and their outlook on their work and contribution to the mission of UMass

#### FY19 Goals:

- Learn from Reos Partners on how to better engage the women at UMass
- Support women at UMMS and serve as a safe space to discuss ideas and concerns
- Focus on events related to networking and professional development

CEOD Subcommittee  
Achievements for FY 2018 and Goals for FY 2019

Civility

**Executive Sponsor:** Jim Leary, Vice Chancellor, Government and Community Relations

**Co-Chairs:** Yasmin Carter, Mary Piorun

**FY18 Accomplishments:**

- Held our inaugural Civility Retreat
- Participated in the continuation of Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
- Collaborated with the Disability Committee on Book Discussion: *Laughing At My Nightmare*, by Shane Burcaw
- Civility Station at International Festival: Puzzle Wall; messages on the role of civility at UMMS
- Produced and shared the commentary “The Importance of Civility in Trying Times” Anatomy NOW 2018.

**FY19 Goals:**

- Continue to support the Synergy Project: “Bullying: Beyond Finger Pointing to a Culture of Respect”
- Grow and exhibit the Civility Table at the International Festival
- Create digital signage spreading the message of Civility at UMMS
- Collaborate with LGBTA Committee around a discussion about culturally sensitive language

CWM Cultural Diversity Committee

**Executive Sponsor:** Joyce A. Murphy, Executive Vice Chancellor, Commonwealth Medicine

**Co-chairs:** Jorge Sanchez, Theresa McGauley-Keaney

**FY18 Accomplishments:**

- Diversity Dialogue – “How to Bring Your Authentic Self to the Workplace” TED talk and facilitated discussion with DIO
- Integrated DIO & CWM CDC mission and principles of information, education, messaging and resources into CWM KEY (Knowledge, Exploration, You) on-boarding program
- Global Get Together
- Disability Mentorship Day as part of National Disability Employment Awareness Month, in partnership with Work Without Limits
- *Gender\*kn:* *Gender Emancipation* (with LGBTA sub-committee)
- Veterans Inc. Stand Down donation initiative (community) – Flip Flops/Socks
- Simulcasting Disability Sub-Committee event (Disability sub-committee)
- Cultural diversity theme as part of Marketing Communications monthly photo contest (displayed below titled “Diversi-Ties”)



CEOD Subcommittee  
Achievements for FY 2018 and Goals for FY 2019

Over the past year, the UMMS Committee on Equal Opportunity and Diversity (CEOD) has continued its longstanding tradition of service supported by the tireless efforts of our members and reflected by the key accomplishments described in this brochure.

Our Synergy Project, Bullying: Beyond Finger Pointing to a Culture of Respect has concluded a successful campus-wide information-gathering phase. This work is now continuing in collaboration with UMass Memorial’s Standards of Respect initiative and an exciting new collaboration with Reos Partners with the goal of transforming the academic medical center’s organizational culture to create a more inclusive environment for current and potential staff, students and faculty. We are also excited that the value of CEOD participation is now being increasingly recognized by the UMass Office of Human Resources by incorporating diversity competencies in our performance appraisal process.

As you read through the portfolio of the committee’s work, we are confident that you will define the CEOD as a force for good that strives to interact in a very meaningful way with colleagues who are dedicated to improving the UMass campuses for all.

*Jeroan Allison, MD, MS Co-Chair*

*Carla Diaz, BA, Co-Chair*

If you would like to join online or get more information on the CEOD or its subcommittees,

<http://www.umassmed.edu/DIO/CEOD>

Or email: [CEOD@UMassMed.Edu](mailto:CEOD@UMassMed.Edu)

Diversity & Inclusion Office: 508-856-2179



# CEOD

Committee on Equal Opportunity and Diversity

## 2017-2018 Annual Meeting Report

June, 2018



## About the CEOD

In keeping with our commitment to diversity and inclusion, UMMS has established the Committee on Equal Opportunity and Diversity (CEOD), a standing committee that reports to Chancellor Collins. CEOD subcommittees serve as employee affinity groups or networks. They provide education and awareness and offer opportunities for professional and personal growth for the entire academic medical center community. The CEOD works in collaboration with the employee resources groups of our clinical partner, UMass Memorial Health Care. The subcommittees of the CEOD are as follows:

**Civility:** promotes a sustainable civil culture by raising awareness through events, education and training.

**Commonwealth Medicine Cultural Diversity Committee (CWM CDC):** represents CWM’s commitment to supporting employee diversity and inclusion in our workforce.

**Disabilities:** works to ensure that UMMS is an inclusive workplace for individuals with disabilities.

**International:** welcomes and provides support to UMMS international employees and their families.

**Lesbian, Gay, Bisexual, Transgender and Allies:** supports the University in its commitment to an environment that is respectful, fair and affirming to all who work and study here, regardless of sexual orientation and gender identity.

**MassBiologics Diversity and Inclusion Committee (MDIC):** represents MassBiologics’ commitment to supporting employee diversity and inclusion in our workforce.

**Mature Workforce:** serves as an advocate to identify issues and concerns of the mature worker at UMMS and to develop resources and programs to address these issues and concerns.

**Minority Academic Advancement Committee (MAAC):** committed to increasing the diversity of faculty, residents and students at UMMS; supports the recruitment and academic success of faculty, residents and students from underrepresented minority groups.

**Professional Women:** works to improve the lives of professional women at UMMS through provision of a variety of mechanisms and supports.

