

## About the CEOD

**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.

### Minority Academic Advancement Committee (MAAC)

**Executive Sponsor**  
Terence R. Flotte, MD  
Provost and Dean

**Chair**  
Heather-Lyn Haley

- Continue our efforts to provide mentoring and devise more efficient mentoring, recruitment and retention strategies for URM faculty, staff, and students.
- Build an inclusive work environment through increased engagement of URM faculty.
- Promote the recruitment of URM faculty to meet the institutional standard.

### Professional Women's Committee

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

**Chair**  
Justine Cameron

- Bolster communication with the committee
  - Use of Microsoft Teams
  - Increased web presence
  - Move back to monthly meeting schedule
- Work with HR around the new professional development web modules
  - Help to identify professional "pathways" for growth
  - Create training lists that may be particularly beneficial to women

### Committee on Equal Opportunity and Diversity

*Kenneth Peterson* Faculty Co-Chair  
*Eydie Cullen* Staff Co-Chair

For more information and how to join CEOD or its subcommittees,

<http://www.umassmed.edu/DIO/CEOD>  
Or email [CEOD@UmassMed.Edu](mailto:CEOD@UmassMed.Edu)

# CEOD

*Committee on Equal Opportunity and Diversity*

**2019-2020**

## *Annual Meeting Report*

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 resource groups. They provide education and awareness and offer opportunities for professional and personal growth for the entire academic medical center community.



# Moving Forward

## Civility

### Executive Sponsor

John Erwin, MBA Vice Chancellor  
Government and Community Relations

### Chair

Jennifer Shimer

- Improve culture at UMMS  
#SpreadKindness events
- Bring all employees together  
Civility during Covid-19 series
- Improve culture at UMMS  
Civility Scavenger Hunt
- Work with DIO to implement Culture of Respect

## Commonwealth Medicine Cultural Diversity Committee

### Executive Sponsor

Lisa Colombo, DNP, MHA, RN  
Executive Vice Chancellor, CWM

### Co-Chairs

Jorge Sanchez

Theresa McGauley-Keaney

Thomas Pomfret

- To embed & support the implementation of D & I initiatives - "Invest in Employees" Strategic Plan.
- To improve coordination and communication channels in order to collect and curate D&I needs, ideas, and recommendations, and perceptions in the workplace
- To identify and evaluate pipeline opportunities to advance the diverse make-up of and the advancement opportunities of the workforce
- To design/administer innovative and educational programs that focus on immigration, race, and cultural awareness of our diverse colleagues and communities

## Disabilities

### Executive Sponsor

Joan Vitello, PhD, RN, NEA-BC, FAHA, FAAN  
Dean, Graduate School of Nursing

Disabilities cont.

### Co-Chairs

Linda Long

Rachel Gershon

- Increase awareness about the importance of the Americans with Disabilities Act
- Sponsor Doctors with Disabilities event
- Address mental health needs of UMass Medical School employees during COVID-19 pandemic
- Co-sponsor online event featuring the National Alliance for the Mentally Ill with other CEOD Subcommittees
- Support efforts to make UMass an "Employer of Choice" for people with disabilities
- Work with DIO to address UMMS employee policies in a manner that will enhance their effectiveness in supporting accessibility and accommodations needs of UMMS employees.

## International

### Executive Sponsor

Mary Ellen Lane, PhD  
Dean, Graduate School of Biomedical Sciences

### Co-Chairs

Robert Layne

Vanessa Paulman

- Increase visibility and membership
- Plan events that will promote intercultural awareness and understanding
- Align with Impact2025
- Collaborate with other CEOD committees in support of being an Employer of Choice through myriad Diversity and Civility initiatives

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

### Executive Sponsor

Brendan H. Chisholm  
Chief of Staff

### Co-Chairs

Jesica Pagano-Therrien

Philippe Berry

- Increase caregiver, staff and faculty knowledge and understanding of the LGBTQA+ Community
- Increase attendance and active participation in the LGBTQA+ CEOD Committee

LGBT Cont.

- Increase accessibility to programs, groups, services, and opportunities UMMHC and UMMS have created for the LGBTQA+ community

## MassBiologics Diversity and Inclusion Committee

### Executive Sponsor

Mark S. Klempner, MD  
Executive Vice Chancellor, Mass Biologics

### Chair

Jeffrey S. Way

- Conduct needs assessment of MassBiologics staff utilizing survey tools and small group feedback to determine the gaps that prevent increased involvement with diversity and inclusion
- Brand the MassBiologics Diversity and Inclusion Committee (MDIC) to help make them more visible in the organization. Branding to include a logo and slogan along with a small marketing item to be given to staff and other University personnel.
- Implement Diversity and Inclusion trainings to all staff through the Human Resources learning management system (LMS).

## Mature Workforce

### Executive Sponsor

TBA

### Co-Chairs

Valerie Wedge

Mark Shelton

- Work toward developing programs and opportunities to address inter-generational issues related to the workplace and mental health, with a special emphasis on challenges – and opportunities – of the workplace changes caused by COVID-19.



Diversity & Inclusion Office