

2023-2024 CMSRU Standing Committee Report Out Committee: Diversity in the Learning Environment Committee Chair: Fay Young

Members

Committee on Diversity and the Learning Environment

Derecor, Evan	M2 Student (Phase 1 Rep)	Elected	2023
Nashed, Mirna	Diversity Council Student Rep (M2)	Appointed	2023
Ganguly, Kingsuk	Anesthesia	Elected	2018
Greenman, Shelly	Emergency Medicine	Elected	2018
Hagans, Iris	Medicine	Elected	2018
Harper, Christine	Biomedical Sciences	Appointed	2023
Hewlett, Guy (Staff)	Associate Dean, Diversity	Ex officio	2022
Joshi, Amit	Associate Dean, GME	Ex Officio	2022
	Community Member	Appointed	2018
Nikolic, Dan	Pathology	Appointed	2018
Mitchell-Williams, Jocelyn	Sr. Assoc. Dean, Med Education	Ex officio	2022
Pukenas, Erin	Assoc. Dean, Student Affairs	Ex officio	
Rajendran, Sanjana	M4 Student (Phase 2 Rep)	Elected	2022
Toussaint, Keshia	GME Resident (medicine)	Appointed	2022
Young, Faith (Chair)	Medicine	Appointed	2019

Meeting Dates

4th Oct 2023

6th Dec 2023

7th Feb 2024

3rd April 2024

12th June 2024

2023-2024 Highlights of Committee Work

The Committee reviewed and emphasized the importance of outlining the expectations of understanding and supporting diversity, equity and inclusion during all interactions with colleagues, learners, and patients at CMSRU/CUHC. The Office of Diversity and Community Affairs is headlining these initiatives during orientation and on-boarding of new faculty.

The Committee has reviewed and wholeheartedly supports the commitment to recognize and provide meaningful resources supporting programmatic investment in D/E/I leadership and opportunities for growth within CMSRU and CUHC units, divisions, and departments.

The Committee recognizes the importance of supporting implementation of the formal recommendations of the Office of Medical Education's Ad Hoc subcommittee on Racism in Medicine (Drs. Iris Hagans and Martin Job, Chairpersons) regarding faculty development and teaching resources. These recommendations need to be finalized by Dean Reboli before dissemination and implementation.

The Committee strongly supports coordination of CMSRU and CUHC initiatives that promote understanding and confidence of the faculty regarding teaching how clinical manifestations of disease may differ in diverse populations.

2024-2025 Future Goals and Plans

The Committee is exploring an initiative proposing that DEI activities be formally recognized as a (voluntary) component of the promotion and appointment cycle documents.

The Committee has discussed how the diversity of opinion and life experiences in our learning environment can contribute in a positive way. We have discussed, as highlighted by many national and geo-political events, how civil discourse skills can empower everyone in the learning environment and are a critical component of an environment that contributes to and supports inclusion and belonging. We have discussed the relative lack of formal and informal instruction in this critical skill and continue to discuss how to develop and recommend appropriate opportunities to teach and enhance these skills.