

## **CDA Significant events over the past year:**

1. Continuation of mentoring programs, mentees and mentors, e.g. mentor/mentee program through Translational Research Institute (TRI).
2. Continued support of minority faculty through the TRI. KL-1 awards to minority faculty. Of the current group of 5 KL-2 Scholars 2 are women and 2 are minority males.
3. Health Equity Index (HEI): UAMS continues to be one of three designated Leaders in LGBTQ Health and Health Care in the state of Arkansas.
4. Annual Faculty, Student and Staff Diversity Awards. Presented in 2016 – Excellence in Diversity and Inclusion Award to Faculty, Staff and Students.
5. UAMS LULAC Scholars Program. Targeting recipients of LULAC Scholarships. A reduction in tuition in ALL colleges matching the amount of scholarship support provided by LULAC
6. Continued collection and distribution of job postings – faculty positions from across the U.S. Postings submitted by Group on Diversity and Inclusion (AAMC) members from medical schools across the country. Positions are posted on the CDA website and sent directly to minority faculty.
7. Development and implementation of a Pre-Orientation Program in the College of Medicine. Targeting first year medical students. Open to all medical students. A 3 day program in 2015. Expanding to a 2 week program in August 2016. Based on student feedback from 2016 will decrease program duration to one week.
8. Diversity and Cultural Competency Lecture Series:
  - A. Series of Talks by Dr. David Hayes-Bautista:**
    - **March 16, 12:00 noon. "Population Health and the Latino Epidemiological Paradox."**

The Institute of Medicine's landmark 2001 report Crossing the Quality chasm, directed the attention of providers towards population health as a means of improving the quality of care in America. The Latino epidemiological Paradox offers opportunities for understanding the value of "managing wellness," particularly in a "global payment" environment.
    - **March 16. 6:00 pm. "Latino Leadership and the Cinco de Mayo in the American West."**

While millions of people across the USA celebrate the Cinco de Mayo, very few know that this was begun by Latinos in California, Nevada and Oregon as part of the Latino experience of the American Civil War in the Far West. This presentation will explain why the Cinco de Mayo is so widely celebrated in the US, while it is not so celebrated in Mexico.

- **March. 17 Noon. Race-Ethnic Categories and Biomedical Research: 21st Century Challenges.**

Most biomedical research on health disparities starts with the assumption that the five NIH race/ethnic categories can be used to measure health disparities and inequalities. Findings from the 2010 birth cohort in California cast doubt on the wisdom of relying on these categories, as that state's population becomes a substitute for the race/ethnic categories. Implications for research in diverse populations will be discussed.

- B. Health and Health Disparities Conference targeting LGBTQ people (June, 2016). Partnered with Human Rights Campaign (HRC), the State Health Department and the Fenway Institute.
  - C. "Increasing Health Care Diversity from Pipeline to Professional". Community-Campus Partnership Conference to Address Health Disparities. College of Nursing, Center for Diversity Affairs and Translational Research Institute.
  - D. Diversity Retreat for members of the Minority Faculty Development Caucus, the Chancellor's Diversity Committee, the Chancellor's Minority Recruitment and Retention Committee and CDA staff members. Prior to the retreat, a workshop entitled "Understanding White Privilege" and featuring Rev. Nancy Eggen as the facilitator was held for the aforementioned committee and staff members.
  - E. Development and implementation of Cultural Competency and Implicit Bias training Module. Overall goal is the use of the module to engage entire UAMS campus in fostering a climate change. Final Module due in fall 2017.
  - F. Diversity Day: All colleges participate. Spring and Fall. Targeting undergraduate students. 200+ students per session
  - G. Continued support of Academic Enrichment Programs (K - 16).
  - H. Prep Programs for MCAT and PCAT.
9. Continued support of UAMS Project SEARCH, a program designed to provide internship opportunities to young adults between the ages of 18 to 35 with developmental

disabilities to allow the development of competitive, transferable job skills. Now in its 6<sup>th</sup> year, UAMS Project SEARCH will be recognized at the 2017 Project SEARCH International Conference for obtaining 100% employment of graduating interns. The UAMS Project SEARCH program falls under the umbrella of the CDA.

#### 10. Campus-wide events to promote diversity and inclusion

- Annual celebration of Martin Luther King Jr. holiday, with “UAMS Serves: Celebrating the Legacy.” This program showcased exhibits of community service from departments and colleges throughout UAMS. The guest speaker, Pulaski County Circuit Judge Wendell Griffen reminded the campus community that honoring the accomplishments and legacy of Martin Luther King Jr. meant to focus on the needs of the most vulnerable.
- “Crisis in America: Blacks in Higher Education: Directions for Success” – in recognition of Black History Month, an interactive panel composed of educators and a medical student discussed the challenges and opportunities presented as students journey through the academic pipeline.
- “Hidden Treasures: Her story: Celebrating UAMS Phenomenal Women – this annual Women’s History event honored 22 women who were nominated by their peers and departments for championing basic human rights by demonstrating a UAMS core value of integrity, respect, diversity and health equity, teamwork, creativity, excellence or safety; championing women by promoting sisterhood; making her mark in her field; or utilizing her skill and determination to serve and inspire future generations. The 2017 event featured Raye Montague, RPE as the distinguished guest speaker.
- “Let’s Talk: Better Together – A Healing Conversation,” gave nearly 100 attendants the chance to discuss issues ranging from recent police shootings and gun violence to race relations, biases and discrimination.
- Veterans Awareness Month – UAMS faculty, staff and students honored those who have served the country. The month-long celebration of veterans is organized by the UAMS Veterans Awareness Committee and sponsored by the CDA. Committee members delivered 320 care packages at Fort Roots in the Eugene J. Towbin Healthcare Center in North Little Rock, and 55 care packages to veterans at St. Francis House in Little Rock. UAMS Project SEARCH interns helped assemble and deliver the packages.