

Inclusive Excellence at SCNM – Feedback Process

SCNM is committed as an institution to building a community where all individuals feel respected, included, supported, and valued. The Institution embarked on a process of gathering data from our community to both determine a baseline regarding our campus climate and to provide insight to help us envision how we will continue to grow and change as we pursue the ideals of Diversity, Equity, and Inclusion (DEI).

SCNM engaged with the Higher Education Data Sharing Consortium (HEDS) on a quantitative campus climate survey in September/October 2020. This was followed quickly with the ASU Center for the Study of Race and Democracy (CSR D) facilitating focus groups with students, staff, faculty, and alumni in November and December of 2020 to gather qualitative data.

The next step was to launch a DEI Taskforce with a charge to review, analyze, and make sense of the data collected by SCNM via HEDS climate survey and CSR D focus groups to make short and long-term initiative recommendations. The DEI Taskforce launched in April 2021 and meets twice per month from May – July. The taskforce is compiling a set of goals and objectives for consideration for the final recommendations to SCNM leadership and community.

After an initial analysis of the data the taskforce identified the institution’s strengths, opportunities, aspirations, and potential needed results. The taskforce is using four major lenses to frame their discussion: (1) the student experience; (2) faculty and staff experience; (3) curriculum, assessment, and the learning environment; (4) policies, administration & physical/virtual space.

Below you will find the high-level themes that are emerging from the discussion. The full draft report will be available in mid-August for community feedback before final submission to institution leadership and the SCNM community in late September.

The DEI Taskforce welcomes feedback on the emerging themes outlined below. ***Please remember that this is an on-going process with a summary view into the work so far, with much more to come.*** The examples within each theme are not an exhaustive list of the recommendations being developed but more of a demonstrative list for reference purposes.

Please submit feedback via [anonymous survey](#) by 10am AZ time on Monday, July 19.

Emerging DEI High-Level Themes

1. Attract and retain students, faculty, and staff who come from diverse backgrounds and perspectives.

- Explore structures and processes within admissions to expand and improve recruitment of diverse populations.
- Enhance relationships with Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Minority Association of Pre-Health Students (MAPS) chapters across the country by locating and connecting with pre-health advisors and student leaders.
- Build a student-to-resident- and student-to-faculty pipeline for aspiring faculty from the student body.
- Develop intentional HR recruitment practices that focus on diversity including utilizing sites and partners that value and promote DEI.
- Expand connections with diverse alumni to assist in recruiting students and to promote faculty and staff positions.

2. Provide all members of the SCNM community with equitable access to opportunities and resources that will enable each to thrive academically, professionally, and personally.

- Provide all enrolled students at SCNM multiple diversity trainings from trained DEI facilitators prior to their graduation.
- Establish a DEI training program for all employees, providing faculty and staff education and accessible resources that align with the overarching mission of DEI in the SCNM community.
- Establish an internal mentoring program that helps employees reach professional goals.
- Review and update employee performance management process.
- Review and assess the current Faculty Rank and Promotion process.

3. Support and promote inclusive scholarship and teaching across all academic programs; ensuring the curriculum is reflective of all communities and experiences.

- Recalibrate curriculum across the board to incorporate diverse historical and cultural perspectives, and diverse and inclusive clinical training.
- Identify opportunities to increase education around health disparities and their causes within the current curriculum.
- Institute a review process for course materials to ensure inclusion and diversity.
- Evaluate current process regarding practical exams to identify ways to increase students' feelings of safety and confidence in the evaluation process.

4. Create an environment where every member both experiences and is responsible for building and maintaining a community where different perspectives are respectfully heard, every voice matters, and every individual feels a deep sense of belonging.

- Explore opportunities for informal connection between students, faculty, staff, and administrators through community events to build authentic relationships and dialogue.
- Create equal value between staff and faculty.
- Conduct biannual surveys to understand campus climate change.
- Review the current discrimination and harassment policies for increased clarity on the reporting process to ensure students and employees are aware of the steps to be taken and to feel safe in reporting the concern without a breach in confidentiality or retaliation.
- Increase education, awareness, and transparent expectations regarding grievance processes and methods of raising concerns, creating a direct and clear process for student feedback and response.

5. Develop the institutional capacity to support this commitment to diversity, equity, and inclusion, including creating mechanisms to measure our success, provide adequate resources and expertise, and ensure accountability.

- Establish Office of Inclusive Excellence with a senior level full time administrator leading campus-wide efforts.
- Hire an individual to head office of DEI and fund this office appropriately to provide regular training to the community, give voice to needs of the minority population on campus and ensure DEI is threaded throughout curriculum, hiring policies, training opportunities, etc.
- Establish a standing committee on diversity, equity, and inclusion, at the institutional level, where students are also involved.
- Provide support to faculty with the evolution and updating of course content with DEI lens.
- Allocate funding in the budget for the Office of Inclusive Excellence for increased training, education, and implementation of Strategic DEI Goals.