Message from the Chancellor

Our institution is truly stronger when we recognize and celebrate the talents and contributions of all individuals as we provide critical leadership for the communities that we serve.

Our ongoing emphasis on diversity, equity and inclusion (DEI), especially in an organization based upon science, health care and service, is not just the right thing to do. It is also the best thing to do.

In order to be at our best -- as we educate our state’s future health care professionals, as we search for cures and better ways to deliver care, as we strive to serve the people of Nebraska and beyond -- UNMC must have all hands on deck.

This means searching everywhere for people from different backgrounds with different perspectives who might previously have not had a voice. This means not just getting them here but making sure they feel this is where they were meant to be. It means truly putting each of our students and employees in the best position to do their best work. But creating a truly diverse, equitable and inclusive environment is not easy. DEI is a journey.

We must continue to ask and answer difficult questions. We must invest time, talent and resources.

It will mean addressing tough topics, such as unconscious bias, microaggressions and many others. These issues can be uncomfortable for people to have to bring up and, sometimes, almost as uncomfortable for others to hear.

But we must each make the commitment to find the humility and the courage within ourselves to take on these issues and work hard on a daily basis to see this through.

We are grateful for the efforts of Sheritta Strong, MD, assistant vice chancellor of inclusion, Brandy Clarke, PhD, director of equity, our Inclusion and Equity Council, and so many others across our colleges, institutes and campuses, whether their roles be official leadership or grassroots. But this is not a one-, two-, or even 32-person job. It has and will continue to take all of us.

And it is not just top-down, though the tone set by leadership is critically important. It will take a top-down, bottom-up, and all dimension approach-in recognition that this is how we are going to best serve the community.

This is how we are going to better educate, create new skills and new capabilities for the next generation of health care professionals. This is our best opportunity to leave no stone unturned in finding new discoveries. And this is how we will reach out to the communities we serve and, among many other important things, tell them that we are listening. It will be a long journey. One full of challenges and full of achievements. Most of all, it will be full of new and different opportunities.

It is a journey that is nowhere near over. But we have completed what is sometimes the hardest part. We have taken our first steps.

We are excited to share this annual report with you. To take the next step in this journey, we must reflect upon how far we have come. And we must continue looking on to the horizon, to where we want to go.

Jeffrey P. Gold, MD
Chancellor
University of Nebraska Medical Center
Message from the Senior Vice Chancellor of Academic Affairs

Dear UNMC Family and Friends:

There is a common English expression that says, “May you live in interesting times.” It is hard to argue that the past year has been not only interesting, but has heralded tremendous change at UNMC, the United States and the world. The ongoing COVID-19 pandemic, for example, has changed the way we live, work and play, and has the potential to permanently alter our preconceived notions of what we need to do to continue to be successful as a world class university. Last year has led us to reimagine, retool and expand our wellness and DEI programs to actively support our diverse body of students, faculty, and staff during these challenging times, in ways that remain meaningful and appropriate for their current state and stations in life.

In this backdrop, it has been gratifying to see the level of engagement and programmatic support from our Offices of Inclusion and Equity led by Drs. Sheritta Strong and Brandy Clarke working together with all the Colleges and Institutes and other major programs on campus to achieve these goals. There is a tangible shift in the level of conversation, determination to move our campus to another level and commitment to changing our culture to be welcoming and supportive to everyone. I hope you enjoy reading about these activities and I thank you for your continued engagement and support in making our campuses welcoming places for everyone.

H. Dele Davies, MD, MS, MHCM
Senior Vice Chancellor for Academic Affairs
Dean for Graduate Studies
University of Nebraska Medical Center
Letter from the Office

Dear friends,

At our best together. We are committed to creating an inclusive culture that welcomes and retains the richness of diversity at our organization. We are delighted to provide this annual report for the Offices of Inclusion and Equity that will demonstrate the expansion that has occurred within the fiscal year 2020-2021. The development and growth of the Offices is integral to carrying out the mission of UNMC to “to lead the world in transforming lives to create a healthy future for all individuals and communities through premier educational programs, innovative research and extraordinary patient care.”

In February of 2020, the Office of Inclusion joined the Office of Equity’s efforts to coordinate diversity, equity, and inclusion (DEI) initiatives. Having leadership designated as the Assistant Vice-Chancellor of Inclusion and Director of Equity has been a pivotal move by the UNMC campus leadership in understanding that our future must include the advancement of diversity, equity, access, and inclusion activities as we are Nebraska’s only public academic health sciences center. We understand that representation matters, and we strive to represent the populations that we serve.

Being added to the leadership teams provides a framework and network for giving a voice to the voiceless – those who are not at the table, yet. Collectively, our vision states “Everybody has a voice at the table,” because we recognize our privilege to speak up and speak out on issues of inequity.

We invite you to celebrate the many accomplishments that have occurred during 2020-2021. And, we are extremely grateful for all those who have been willing and tireless collaborators at UNMC. If we haven’t had a chance to work together, don’t hesitate to reach out to us at inclusion@unmc.edu. You can also find us on Twitter @UNMCInclusion or the website www.unmc.edu/diversity.

Sincerely,
Sheritta A. Strong, MD
Assistant Vice-Chancellor of Inclusion
Associate Professor, Psychiatry, COM
University of Nebraska Medical Center

Brandy L. Clarke, PhD
Director of Equity
Associate Professor, Psychology, MMI
University of Nebraska Medical Center
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Year in Review

INCLUSION OFFICE EXPANSION
LISTENING SESSIONS
NEBRASKA MED EXPANSION
CULTURE EVENTS
DR. STRONG APPOINTED DIRECTOR OF INCLUSION
COM DR. DELAIR
Mission and Statements

TWO OFFICES, ONE GOAL: AN INCLUSIVE CULTURE

By living the themes of Diversity, Equity, Inclusion, and Belonging, we honor individual, group and social differences while working to provide equal access for underrepresented populations through programming and collaborations while fostering and developing a climate of inclusive excellence.

INCLUSION AND BELONGING STATEMENT

UNMC’s ITEACH values call upon us all to examine how our individual contributions enable us to collectively offer extraordinary care to our patients, teach serious medicine to our learners, and maintain a climate of safety for one another. We believe that these principles can only be achieved through a strong commitment to ensuring that all voices are valued, embedding equity-based practices and principles throughout our organization; and embracing, supporting, and affirming the rich diversity of our community. We recognize that focusing on diversity across our organization is not enough. Inclusion is working across differences and valuing the ideas and contributions of all members of our community. Inclusion means that our workforce, our patients and their families, and members of our community know that they belong at UNMC.
OUR MISSION STATEMENTS

The Office of Inclusion upholds institutional excellence by providing educational and leadership opportunities in a safe environment. We pursue the work today that creates a diverse, culturally humble, and empowered workforce, tomorrow.

The office's primary functions:

• Awareness/Advocacy
• Developmental Opportunities
• DEI Epicenter

The Office of Equity upholds institutional excellence by collaboratively identifying and addressing inequities in a safe environment. We pursue the work today that creates fair practices, policies, and treatment, for an equitable institution tomorrow.

The office's primary functions:

• Awareness/Advocacy
• Collation of Efforts
• Data-based systems focus

As our campus develops a better understanding of DEI basic principles, we strive for inclusion while increasing cultural humility (the process of self-reflection and awareness that allow us to be inclusive) with the expectation of inclusive integrity. Inclusive integrity requires the removal of self-interest, a commitment to perpetual learning and an applied understanding of empathy and compassion.

As you know, diversity is a noun, but inclusion is a verb. We are working diligently towards the action steps involved in creating an environment where everyone belongs.

DEFINITIONS

• Inclusion: active engagement across forms of difference
• Cultural humility: the process of self-reflection and awareness that allow us to be inclusive
• Inclusive integrity: the outward and unapologetic demonstration of a commitment to equity
• Motivated awareness: the active engagement with uncomfortable topics and discussions that allow us to grow individually and collectively. Motivated awareness balance is cultural humility with personal action.
Strategic Planning

In the overall strategic plan for UNMC, Strategy 5 reads: DIVERSITY, EQUITY & INCLUSIVITY: Ensure UNMC is an exemplary culturally sensitive, diverse & inclusive organization in its mission of transforming lives through preeminent education, innovative research, and extraordinary care.

BACKGROUND

As we develop initiatives to develop a more inclusive climate, we must be mindful of LB 424 that passed in 2008 that states the University of Nebraska “shall not discriminate against, or grant preferential treatment to, any individual or group on the basic of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.” In accordance with the Office of General Council, we are permitted to collect data related to diversity, adopt policies in support of the compelling interest diversity plays in the University’s mission, and maintain our status related to federal employment affirmative action plans. There are a number of documents created over the last few years to assist understanding the landscape of DEI now and in the future.

Shortly after LB 424 passed, the Chancellor’s Council adopted the Strategic Plan for 2009-2012 that included goals to 1) advance community/campus partnerships for health by establishing a collaborative network to collect, analyze, and disseminate health workforce data and advocate for health workforce pipeline initiatives and programs, and 2) create a cultural competent organization by creating projects to address health disparities and improve recruitment and retention of underrepresented faculty, staff, and students. The goals are quite similar to ten years ago, but we strive for progress & change.

In recent years, faculty in the UNMC College of Public Health researched and published the “Barriers and Opportunities for Promoting Health Professions Careers Among African Americans, Latinxs, and Native Americans in Nebraska” that provides a great framework for discussions around recruitment and retention efforts in the state. This is great data for those in leadership to use in their respective strategic initiatives.

There have been activities across the campus implemented within colleges and units to develop programming that will enhance the diversity efforts. These have been directed in part by leadership’s response to the 2015 AAMC report that suggested various interventions to:

1. Solidify a common purpose
2. Increase communication regarding access and opportunities
3. Establish methods for reviewing equity in compensation, rewards, and recognition
4. Improve cultural competence
5. Build trust and belonging by demonstrating appreciation
6. Respect the diversity of our campus
The University of Nebraska system has a dashboard that can be utilized until UNMC advances our understanding that we need more specific data if we can truly understand the trends related to recruitment and retention of our faculty, staff, & students.

Currently, each major unit is responsible for creating initiatives within the overall strategic that advances strategy five. We have collaborated across the state to assist with the strategic plan and working to create a transparent dashboard at UNMC to review various metrics of diversity, while understanding that measuring safety, belonging and inclusivity is quite subjective. We hope to find ways to measure this also.

By embracing opportunities to positively impact the lives of our faculty, staff, and students, another important step in this process is addressing how the university recognizes the full spectrum of gender identity, and the Chosen Name and Gender Identity Policy (Executive Memorandum No. 40) was signed into effect in 2021.

Moreover, the establishment of a new faculty senate DEI committee was approved in the revision of the faculty senate bylaws this past academic year. Committee responsibilities include:

1. Reviewing policies, programs, services, and promotion and tenure practices to ensure DEI issues are addressed and recommend policies and practices when necessary

2. Advising the Senate President and Executive Committee of the impact of University policies, program, and services on DEI

3. Providing a forum to which faculty, staff, and students may refer questions and recommendations concerning University diversity-related policies and procedures
Inclusion and Equity Council

“If you want to go fast, go alone. If you want to go far, go together.” — African Proverb

Formerly known as the Inclusivity Committee, the Inclusion and Equity Council (IEC) is a powerful collection of faculty and staff leadership across campus that share a common passion of making a lasting impact on the dynamics, culture, and evolution of systems that are long overdue for significant change. This council includes representatives of all colleges and major units and is charged with making recommendations to the chancellor through the Offices of Inclusion and Equity related to initiative planning, evaluation, and accountability. Through committee work on the council, there have been strides made through faculty hiring guidebook development & antiracism discussions.

This is a safe space to share various DEI related struggles from macro- and microaggressions to reports of antiquated and biased language in the classrooms. Reflections that council members have shared include the need for direction and alignment of the group to ensure that we serve the campus and greater community by utilizing the collective influence and power to build an infrastructure of accountability. Re-energizing around the need to request more resources as well as having vulnerable, honest discussions related to health inequities in the community is recognized as paramount.

Retention efforts are very important as we work to ensure that everyone at UNMC feels like they belong, our recruitment efforts are also important as we developed a sub-committee to develop and revise a faculty search committee guidebook, with the possibility of building companion modules.

A number of UNMC faculty and staff serve on the Diversity Officers Collaborative, which is a university-wide diversity advisory committee established to maintain ongoing strategic planning and community for system-wide diversity officers. Their mission is to foster collective ownership of diversity, access, and inclusion efforts across the four-campus system to achieve equitable outcomes for faculty, staff, and students.

Members of the IEC:

Sheritta Strong-Chair, Brandy Clarke, Dele Davies, Bob Bartee, Emily McElroy, Heidi Keeler, Anne Bowen, Melonie Welsh, Johanna Olmos, Marley Doyle, Linda Love, Charlotte Russell, Yun Saksena, Beth Culross, Stacey Coleman, Channing Bunch, Jackie Hankins, Tammy Webster, Jan Tompkins, Liliana Bronner, Liane Connelly, and Linda Cunningham.
Engagement Through Listening and Learning

TOWNHALLS

The Office of Inclusion has received and accepted a multitude of invitations to speak at campus-wide events and various college townhalls. There have been increasing levels of engagement at every session. Some units have relied on internal DEI committees for listening and learning together.

There were two Summer Campus-wide Listening Sessions, on the heels of the tragic death of George Floyd in Minneapolis which sparked protests and national calls to end racism. UNMC held two virtual listening sessions in 2020 with more than 700 total participants. These sessions were held to unify the campus and talk openly about diversity and inclusion efforts and concerns on campus.

Election Day Reflections and an Asian-American Pacific Islander session were also held in response to hateful attacks happening locally and in the world.

Collaborations with faculty development to provide campus-wide and national seminars on topics such as privilege have occurred. The Gender and Sexuality Resources Center was a main partner who provided Safe Space Training at UNMC/UNO.

THE INCLUSION CORNER’S SAFE SPACE/BRAVE SPACE

In collaboration with the McGoogan Library, these dedicated spaces serve as a standing, physical location where faculty, staff, and students may come to create a sense of belonging. The images in these spaces reflect the diversity of the UNMC campus and provide a separate designated location to come and share. Both spaces create opportunities for growth as the campus works together to co-create understanding for a more inclusive campus with subsequent development of a mini collection of literature relevant to DEI learning enhancement. Also, the McGoogan Library of Health Sciences collection of DEI literature has been well-received and can be accessed here: https://unmc.libguides.com/diversity.
MLK DAY SPEAKER 2021: DOUGLAS COUNTY COMMISSIONER, CHRIS RODGERS

Commissioner Rodgers’s presentation was centered around reframing Dr. King’s quote “life’s most persistent and urgent question is, ‘What are you doing for others?’” Rodgers reframed the quote to “What does it mean to equitably serve others or our community’s health care needs in a post-pandemic society?” “We are at our best when we look out for our fellow man, and we are interconnected and interdependent on one another,” Rodgers said. During his presentation, Rodgers challenged Nebraska Medicine and UNMC to increase support and investment in social determinants of health, develop a racial equity impact assessment and “flex our muscles” in the community to bring an end to systemic racism. “Racism is a public health crisis,” Rodgers said. “We must better understand the impact of racial effects of policy issues and the effect they have on the community, to help leaders understand the implications of institutional practices.” After his presentation, Rodgers answered questions from attendees, discussing how ACEs (Adverse Childhood Experiences) should be used when providing care, steps being taken in Douglas County to provide improved mental health response by the police and how UNMC students might incorporate social determinants of health into their education. (Courtesy of UNMC Today)
21 DAY/21 WEEK CHALLENGE

In conjunction with the Dr. Martin Luther King, Jr Holiday, the Office of Inclusion collaborated with the College of Medicine’s Department of Internal Medicine and their Residency DIVERSE Taskforce to launch the challenge giving participants prescriptive guidance and resources for self-education in the space of racial equality. The campaign was designed to keep racial equity at the forefront of campus conversations and to help bring about change in social injustice, especially as it relates to issues of racism, power, and privilege. This was delivered through a weekly newsletter to 358 persons in the community and on campus.

This pin represents our commitment to stand with our Black, Indigenous, and People of Color (BIPOC) trainees, patients, colleagues and friends in the fight to end systemic racism, injustice, police brutality and health disparities.

How can YOU be antiracist?

• Actions speak louder than pledges, hashtags, statements... commit to ACT!
• Educate yourself about the history of race relations in this country.
• Listen to the Black, Indigenous, and People of Color (BIPOC) people around you... if you don’t have BIPOC people around you, reevaluate and re-define your circle and find some BIPOC people to listen to.
• Evaluate your personal unconscious biases and how they impact those around you.
• Hold yourself, colleagues and leaders accountable.

Visit unmc.edu/diversity for the UNMC McGoogan Library resources on diversity, equity, and inclusion.

UNMC has zero tolerance for racist behavior by employees, visitors and patients. If you or your family are struggling, the House Officer Assistance Program is a cost-free, confidential program committed to the health and well-being of all UNMC house officers and their partners.

To order more pins, contact Amber Dib at amber.dib@unmc.edu

Developed by Drs. Kate-Lynn Muir and Jaamie Marcelin, UNMC Department of Internal Medicine
CONVERSATIONS FOR INCLUSIVE EXCELLENCE

The Office of Inclusion launched its signature series with the purpose of creating a safe space to engage in honest and vulnerable dialogue. This series has engaged over 300 individual employees in these monthly sessions that include watching an informative TedTalk with additional education and breakout groups for discussion.

These were the topics and descriptions per UNMC Today:

- **Awareness & Ownership: Identity & Inclusion - 1/12/2021**
  UNMC's first “Conversations for Inclusive Excellence” challenged campus participants to be both culturally humble and aware of who they “see” as their neighbors with a TedTalk video by Oluwaferanmi Okanlami, MD.

- **Combatting Racism & Place-ism in Medicine - 2/11/2021**
  The session featured a TED Talk video on racism and “place-ism” by Nwando Olayiwola, MD, professor and chair of the department of family and community medicine at The Ohio State University Wexner Medical Center.

- **Expanding the Cultural Humility Paradigm - 3/11/21**
  The session explored how culture intertwines with identity, including social identity, and how culture can guide how we self-identify with a Ted Talk video by sociologist Julie Hogan, PhD, associate professor at the University of Nevada Reno.

- **ACEs Affects Across a Lifetime - 4/8/2021**
  Adversity during childhood dramatically affects health across a lifetime. Conducted in the 1990’s, the Adverse Childhood Experiences (ACE) study found that people who had experienced difficult or adverse experiences in childhood had a greater risk of both physical and mental health problems during adulthood -- to the point of being at triple the risk for heart disease and lung cancer. We were introduced to this concept in this TedTalk video by pediatrician and California Surgeon General Nadine Burke Harris, MD.

- **Behavioral Science & Inclusion - 5/13/2021**
  There’s a natural tendency for people who are similar or who share similar interests to connect and form groups. The downside? Such actions may intentionally or unintentionally cause others to feel left out. Explore what is means to remember the phrase, “I’m not different from you. I am different like you,” in this TedTalk video by Octavius Black, CEO of Mind Gym.

- **Creating Inclusion at Work - 6/10/2021**
  Diversity and Inclusion Strategist Daisy Auger-Domínguez implores us to consider why creating workplaces where everyone feels heard, valued and seen is hard, complex and at times emotionally triggering in this TedTalk video.
WOMEN: WORK AND LIFE WELL-LIVED
KEYNOTE AND WORKSHOP

In collaboration with WE STRIVE (Women Engaged: Support, Training, & Resources to Improve Vitality & Excellence), Faculty Development, and the Offices of Inclusion and Equity, Gallup hosted a campus-wide keynote and workshop focused on gender equity in academic medicine. The workshop was a leadership session for Vice-Chancellors, Deans, and Directors to discuss national data trends regarding gender equity. The attendees engaged in discussions surrounding opportunities and barriers within their units and received resources for addressing these barriers. From this workshop, a community of practice (CoP) focused on gender equity will be piloted with 86 faculty and staff, to be continued throughout the next academic year.

ERASING CULTURAL INDIFFERENCES, 3-PART SERIES

The Offices of Equity and Inclusion collaborated with Faculty Development to sponsor a 3-part workshop delivered to more than 100 faculty across UNMC with a corresponding “Train the Trainer” series that provided didactic instruction on topics relating to identify, privilege, bias, and other important principles of DEI. This is also a resource for leaders on how to approach difficult reflective conversations within their respective units.

OFFICE OF HUMAN RESOURCES

Employee Training & Development are provided via Ouch trainings, Intercultural Development Inventory, Unconscious Bias, One-on-one coaching with emphasis and expertise on DEI topics. Re-Imagining U provided topics related to inclusive language, disability, race-based trauma, safe space training, and other cultural programming. James Wright presented “The Language of Inclusion 2021” and was brought to UNMC and UNO as a renowned inclusivity leader.

There was continued engagement with Black History Month and Women’s History Month with lots of creativity despite the virtual format. The cultural celebrations will be expanded upon while collaborating with Nebraska Medicine’s Office of Diversity & Inclusion.

COMMUNITY ENGAGEMENT

The Office collaborated with Girls, Inc, Nebraska Medicine, and the Douglas County Health Department to operationalize vaccination clinics in North Omaha and provide education to the community about the virus and the vaccines.

Step-Up Omaha! – We welcomed our collaborative partner, the Empowerment Network, interns aged 14-21, who participated in a mutually beneficial paid summer internship on campus in departments such as the Center for Healthy Living, the McGoogan Library, UNMC/UNO’s Human Resources Departments, the Child Health Research Institute, UNMC Pediatrics Department, Academic Affairs, and the Chancellor’s Office.
Expansion of Initiatives and Collaborations

All colleges and major units have designated Associate and Assistant Deans, Committees, and/or Program Coordinators with dedicated resources to support the goals of Strategy 5. The newly formed unit within Student Success, the Student Life Inclusion & Diversity Office (SLIDO), has provided leadership and support for student-driven initiatives such as the launching the “Bridging the Gap” series that provided the “Erasing Cultural Indifference” curriculum to Pathway Program students to ensure incoming UNMC students receive early exposure to basic concepts of DEI. The Office also assisted with the hiring of Nebraska Medicine’s Vice-President, Chief Inclusion and Diversity Officer.

PATHWAY PROGRAMS COORDINATION

In collaboration, and with direct support of Student Success leadership and the Director of RHOP/KHOP, the expansion of UHOP (Urban Health Opportunities Program) at UNMC has occurred. Various colleges beyond the College of Medicine have reserved spots for UHOP students to be phased in over the next few years in multiple colleges.

GENDER & SEXUALITY RESOURCE CENTER

In collaboration with Student Success, we have committed to supporting the UNMC portion of a 3-year domestic violence grant that is offered through UNO, along with the U.S. Department of Justice as well as providing resources at UNMC.
College and Unit Specific Diversity, Equity, and Inclusion Points of Pride

*This list is not exhaustive, and we encourage you to visit each units’ annual report for more details.

COLLEGE OF ALLIED HEALTH PROFESSIONS
Appointment of the inaugural role Assistant Dean Jan Tompkins with the formation of a college-wide Diversity and Inclusion Committee with five subcommittees. With a listen and learn approach, the college has engaged in many learning opportunities with partnerships in the community. The Physical Therapy program faculty completed the Intercultural Development Inventory.

Students in the genetic counseling program in the CAHP painted this DNA helix on the Keystone Trail near the Munroe Meyer Institute.

COLLEGE OF DENTISTRY
Holistic admissions have been in place for five years and has undergone consistent revision and enhancement. Since the emplacement of holistic admissions processes, there has been a rise in the enrollment of minority students. The partnership with Scott Scholars have worked with our Design Thinking group to help improve the experience of autistic and developmental children attending MMI for dental care.

COLLEGE OF MEDICINE
Appointment of Dr. Shirley Delair, a pediatric infectious diseases physician with 10 years of experience at UNMC was appointed on November 1st, 2020, the inaugural Associate Dean for Diversity, Equity and Inclusion (DEI) at the COM, with three Assistant Deans who are working on medical pathway programs, education programs, and student programming.

Assistant Dean of DEI Education Programs (Nada Fadul, MD)
Director of Medical Pathways (Lilianna Bronner, MBA, MPA)
Assistant Dean of DEI Student Programs (Armando de Alba, MD, MPH)
COLLEGE OF NURSING
Two college-wide DEI presentations were held. 1) “Building Capacity Toward a Culture of Inclusive Excellence,” by Dr. Lindsay Bernhagen and was sponsored by the UNMC College of Nursing through the NU Diversity Grant awarded to Cathrin Carithers, Liane Connelly, and the UNMC Inclusion and Equity Council. 2) Lisa Coleman, PhD, Senior Vice President for Global Inclusion & Strategic Innovation who leads the lecture, “From DEI Toward Transformation”. Also, the Multicultural Nursing Student Organization was formed.

COLLEGE OF PHARMACY
Chris Shaffer, PharmD, PhD is the Associate Dean for Student Affairs and Justice, Equity, Diversity and Inclusion”. Dr. Shaffer is responsible for planning and assessment of CoP’s programming related to recruiting, retention, cultural competency, equity, justice, and inclusion.

COLLEGE OF PUBLIC HEALTH
Stacey Coleman was appointed the College’s Program Coordinator. Community Engagement, Scholarship and Fellowship development for URM Students, Curriculum, Racial Justice Report Card, Hiring, Recruitment and Retention Practices, and DEI Training are important initiatives within the college as well as many activities in the Center for Reducing Health Disparities has managed to maintain productivity and growth in community outreach and services, extramural funding support, and community-engaged research that are responsive to emerging health needs due to the pandemic.

GRADUATE STUDIES
Graduate Studies offers a variety of professional development workshops and seminars throughout the academic year. The Breaking Barriers seminars allow international students to share information about their homeland with their fellow UNMC students, including addressing misconceptions and stereotypes and the DEI committee led by Joyce Solheim has been active in developing scholarship funding for students.

MUNROE MEYER INSTITUTE
Diversity and Inclusion Committees have been formed in the MMI. A town hall meeting was held with the subsequent writing on the sidewalk with supportive messages for those unarmed persons of color who died at the hand of the police. A diversity book club was formed to discuss issues related to inclusion efforts. The ACTION (Autism Clinic for Toddlers in Omaha North) Clinic was formed.

MCGOOGAN LIBRARY
The March 25 opening of the Inclusion Corner coincided with the International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade. One of the first resources provided in the Inclusion Corner was an “ENOUGH” pin, offered with information about the 21-day/week racial equity challenge. The library launched a guide to serve the education and research needs and general learning interests about anti-racism and the experiences of Black, Indigenous, and People of Color, and refugees. The guide was expanded in the following weeks to include resources on diversity, equity, and inclusion in ability and in LGBTQ+ health. Following staff development and learning sessions, the library gathered information about staff experiences and perceptions of diversity, equity, and inclusion as colleagues and service providers.
While the Office of Inclusion knows there are many more points of pride related to progress in diversity, equity, and inclusion at UNMC, here are a few highlights (in no particular order):

- The McGoogan Library of Health Sciences conducted an internal climate survey that was showed overall positive results but gave the library’s leadership insight and direction. They have also been tracking down descendants of the featured diversity exhibit.
- Students from the College of Dentistry conducted research on inclusion that was presented locally.
- “What you didn’t learn in history class?” series was held in the College of Allied Health Professions that discussed concepts that are not taught in school that leads to the collective bias in our society.
- The College of Medicine developed their Diversity and Inclusion Office by appointing an Associate Dean, Dr. Shirley Delair, and 3 subsequent Assistant Deans: Dr. Nada Fadul, Dr. Armando DeAlba, and Liliana Bronner.
- The College of Public Health announced their Inclusion Program Coordinator, Stacey Coleman.
- MMI hosted Eli Rigatuso as the PRIDE month speaker.
- Great participation in forums related to high profile trials and elections.
- IAMHOME was a sponsor of the Taste of North Omaha and gave out a scholarship to a young woman, Lauren Harris, who planned to attend Princeton University.
- Minority faculty members received multiple awards in the community from the Women’s Center for Advancement (Dr. Jasmine Marcelin) and the Urban League (Dr. Sheritta Strong).
- Developing an Asian American Pacific Islander support network at UNMC.
- Wigton Heritage Center – Susan LaFlesche Picotte Exhibit’s feedback has been remarkable.
- UNMC/Nebraska Medicine-branded PRIDE and Juneteenth shirts were well-received by members of our community.
Affinity Groups, Employee Resources Groups, and Student Groups

G.R.A.D.S.
Graduate and professional students committed to providing a supportive network representative of diverse backgrounds, encouraging diversity, and providing service to the UNMC campus and Omaha community.

UNMC WHITE COATS FOR BLACK LIVES (WC4BL)
Founded in 2020 out of the community moment of silence held in response to the murders of George Floyd, Breonna Taylor and James Scurlock, their goal is to promote racial justice in medicine through education, advocacy, and community building.

EMPOWER
Student-run interprofessional initiative focused on awareness, education, and prevention of domestic and sexual violence in our community and beyond.

UNMC STUDENT PRIDE ALLIANCE
A student-run organization focused on creating an inclusive campus for LGBTQIA+ individuals and bringing more comprehensive education to students and future providers.

STUDENT ALLIANCE FOR PEOPLE OF ALL ABILITIES (SAPA)
A student-run multidisciplinary, interprofessional interest group devoted to outreach and education about working with individuals of all motor, emotional, and cognitive abilities.

MULTICULTURAL NURSING STUDENT ASSOCIATION (MNSA)
Undergraduate and graduate nursing students promote diversity and cultural awareness within the College of Nursing and in the community.

FOSTERING THE FUTURE
A student-run interprofessional service-learning initiative created to help youth aging within the foster care system gain independence through knowledge.

INTERNATIONAL STUDENT ASSOCIATION (ISA)
Student-run group representing all international students at UNMC that celebrates diversity on our campus.

THE ASIAN-AMERICAN & PACIFIC ISLANDER (AAPI) STUDENT ASSOCIATION
All UNMC students who are a part of or support the AAPI community are welcomed to be a part of this group.

INCLUSIVE NEBRASKA
A student group trained by community partner Inclusive Communities that seeks to engage UNMC Students in opportunities for professional and personal development with seminars, difficult conversations, and service opportunities to help promote a more inclusive environment at UNMC and beyond.
WESTRIVE
“Women Engaged: Support, Training, and Resources to Improve Vitality and Excellence” (WESTRIVE), is an interdisciplinary association of women and allies with a mission to create a culture that advances the vitality and excellence of women at UNMC and Nebraska Medicine that includes equitable rights, benefits, opportunities, and outcomes.

AFRICAN AMERICAN/BLACK ALLIANCE (AABA)
Strives to promote an accepting and diverse culture across Nebraska Medicine and UNMC by providing mentoring and peer support and promoting the well-being of African American and Black faculty, students, staff, community and patients as well as facilitate educational efforts regarding racial issues.

IAMHOME
The “Interdisciplinary Association of Healthcare Professional in the Omaha Metropolitan area is a networking groups that consists of faculty and staff who are under-represented minorities in healthcare. They serve to advance the agenda around DEI issues faced by individuals in academia and healthcare at UNMC and in other healthcare organizations in the Omaha metro area.

UNMC/NEBRASKA MEDICINE LGBTQ+ EMPLOYEE ALLIANCE
Employee-run group striving to promote an accepting and diverse culture across the enterprise for all LGBTQ+ employees and allies.

EMERGING PROFESSIONALS PROGRAM (EPP)
Inclusive of all UNMC and Nebraska Medicine colleagues and students, the EPP provides a platform that empowers emerging professionals to connect, engage, and grow through our shared organizational values.

Future Goals of the Offices of Inclusion & Equity

• Expand listening sessions Drop-in Virtual Coffee Sessions
• Provide more DEI learning and development opportunities
• Expand cultural awareness and learning
• Develop a working relationship with Nebraska Medicine’s Office of Diversity and Inclusion
• Strengthen Bias Reporting Structure
• Finalize the Search Committee Guidebook & develop modules
• Solidify a long term strategic plan
• Increase resources
• Design Thinking Workshop for Gender Equity
• Building a Community of Data-Driven Practice