

# UPDATE ON DIVERSITY, EQUITY AND INCLUSION UPDATE ON WELL-BEING



Deans and Chairs Meeting  
August 2023

# **DIVERSITY, EQUITY AND INCLUSION**

- **TASK FORCE IMPLEMENTATION**
- **AAMC DICE INVENTORY**
- **IMPACT OF SCOTUS DECISION**
- **2023 DIVERSITY METRICS**

# Update : August 2023

## InclusiveVTCSOM Task Force

[Read the Task Force report](#)

### Town Hall Video

*(VT PID/Password required)*

[VIEW TOWN HALL VIDEO](#) →

### Town Hall Slides

[DOWNLOAD PRESENTATION SLIDES](#) →



# TIMELINE SUMMARY

## Phase 1 Activities

June 2020 to February 2021

Stakeholder analysis  
Working groups formed/facilitators  
and leaders identified  
Kick off working group meetings  
Steering Committee  
Working Group Reports (7)  
Task Force Final Report  
New SVP and CDO (Carilion Clinic)  
New CDO (VTC)  
DEI teams restructured (both  
Carilion Clinic and VTC)

## Phase 2 Activities

March 2021 to June 2022

Strategic Plan alignment with VT,  
Carilion Clinic and DEI Priorities  
Dashboard to monitor progress  
Implement recommendations  
Collaboration  
Engagement  
Communication  
Training/Development  
Identify/improve/increase  
resources

## Phase 3 Activities

July 2022 and Beyond

**Complete outstanding tasks**  
**Collect and analyze data**  
**Identify gaps**  
**Barriers and obstacles**  
**Implement corrective  
action**  
**Track realized benefits**

# Results

Units	# Tasks	Remaining July 2022 and beyond	Remaining	% Complete
<b>Phase I</b>	<b>30</b>	<b>7</b>	<b>2</b>	<b>93%</b>
Phase II	13	0	0	100%
Student Support	9	0	0	100%
Community Engagement	11	0	0	100%
<b>Admissions</b>	<b>23</b>	<b>3</b>	<b>0</b>	<b>100%</b>
<b>Faculty/Staff Recruitment, Development, Retention</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>100%</b>
<b>Learning Environment</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>90%</b>
Diversity, Equity, and Inclusion	5	0	0	100%
<b>Totals</b>	<b>122</b>	<b>14</b>	<b>3</b>	<b>98%</b>

## Phase I: COMPLETED IN PAST YEAR

- Several tasks (1.5, 3.9, and 3.11) named specific approaches or suggested readings for inclusion in the Phase 1 curriculum. BIC-1 has carefully considered the suggestions and remains committed to the principles represented by the suggestions through educationally appropriate alternatives.
- As described in the last update, Phase 1 faculty are engaged in an ongoing effort to revise the Integrated Case Exam, which has resulted in the **completion of 4.3 (Encourage better student engagement with the psychosocial faculty learning objectives, through more direct assessment on the Integrated Case Exam (ICE) exam)**, with initial implementation occurring in Block IV of AY22-23 and continuation expected throughout AY23-24.
- **4.6 Recruit a Standardized Patient (SP) pool that reflects the diversity of the United States patient population.** Efforts to continue to add a diverse population to our Standardized Patient pool are ongoing and a high priority. We did add to a more diverse population in 2022-2023, and we are aiming to increase even more in AY23-24.



## TASKS REMAINING (reassignment recommended)

Two recommended tasks (3.13 and 3.14) focused on the concept of "race-based medicine" in very specific contexts within the Phase 1 curriculum. BIC-1 continues to recommend a **school-wide approach** to the treatment of this concept and will continue supporting the DEI office in efforts to address this recommendation.

### New Initiative

We are excited to be working with Dr. Angelica Witcher Walker on embedding the series of sessions dedicated to DEI within our formal curricular structure in AY23-24. The mapping and incorporation of the DEI series into the curriculum will allow for summative assessment of the content, emphasizing the importance VTCSOM places on the content contained in this series. Phase 1 curricular leaders' work with Dr. Witcher will be on-going and will encompass more than the recommendations contained within the original InclusiveVTCSOM Task Force report.



# Admissions: COMPLETED IN PAST YEAR

## **1.1 Increasing the presence of URM students at VTCSOM to mirror public institutions.**

In the 2023 Admissions cycle (as of May 1, 2023) acceptance was offered to 15 URM students (14.7% of acceptances) and IMPACT scholarship awards were offered to 4 URM candidates who applied for the scholarship (40% of IMPACT offers).

## **1.2 Paying special attention to “disadvantaged” prospective students.**

In the 2023 Admissions cycle (as of May 1), acceptance was offered to 47 applicants with socioeconomic disadvantage (46.1% of acceptances), and 14 first-generation college students (13.7% of acceptances). IMPACT scholarship awards were offered to 10 applicants with socioeconomic disadvantage (100% of IMPACT offers), and 4 first-generation candidates (40% of IMPACT offers).

## **1.5 Formalizing VTCSOM Admissions' collaboration with Virginia Tech's Health Professions Advising program, with the intent to enhance URM student's preparation for and interest in VTCSOM.**

Admissions now goes to VT each spring to provide 1-on-1 counseling to VT pre-medical students. This year we provided one-on-one counseling to over 50 VT students!





## Faculty, Staff Recruitment, Development, Retention: COMPLETED IN PAST YEAR

### **1.4 Establishing a unified point person(s) for assisting w family transition to area.**

We did some additional work on this one, including reaching out to HR personnel with both VT and Carilion. Based on those conversations, we decided that it is not feasible or even advisable to have a single "point person" who can be made responsible for assisting family transitions into this area. Each entity (VT, CC) and even within each entity, each department takes a different approach, and the complexities involved prevent this work being centralized to a single person. VT assigns "work life liaisons" for each college, who are HR staff members who work on transition issues; there is no corresponding function with Carilion. Our conclusion was that this task was not achievable as written.

### **3.3 Creating or revisiting URM faculty mentoring program.**

Carilion has started a system of employee resource groups (ERGs) that features group composition based on URM and/or other identifying characteristics; requires manager approval/Carilion employment. At this time, this resource is not available to non-CC employees. Our new T-MAP mentoring circles pilot program began in the fall of 2022; this has been very successful to date, and has included faculty from URM groups. We have also explored the creation of diversity dinner seminars, and have held one such event. This could potentially develop further in terms of a mentoring network. So, we are doing some things to address the needs of faculty from URM groups. At this time, there are no plans to create a separate mentoring program exclusively for URM faculty; this can be re-considered in the future.



## Learning Environment: COMPLETED IN PAST YEAR

**3.1 Creating a clinical faculty liaison committee at Carilion Clinic to specifically address issues of racism or discrimination during clinical rotations that would allow processing of event and ensure anonymity.**

After careful consideration of our current structure for reporting and addressing these concerns via the Learning Environment Advocacy Committee (LEAC), VTCSOM and Carilion Clinic leadership conclude no new committee structure is needed. LEAC has a broad representation of constituents including those from Carilion Clinic.



## TASKS REMAINING

**3.3 Increasing wellbeing programs for learners and the work environment.**

The Wellbeing Taskforce which consisted of 18 members submitted its report of 50 recommendations to Dean Learman on February 28, 2023. Of the recommendations, 19 of 50 mention medical students. Hiring a Chief Well-Being Officer is currently underway with a recent posting for the position and establishment of a search committee.

The well-being task force report was organized around 3 time frames for accomplishing the recommendations: within one year; within 2-3 years; and within 4-5 years.

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# OFFICE OF DIVERSITY, EQUITY and INCLUSION

## Collect and analyze data

Lots of data sets to review and formalize, work in progress.

## Gaps and Barriers

### Mentorships

- Pilot program that focuses on Junior Faculty

### Established pathway programs

- Undergrad exposure at VT
- Highschool (4 years)
- Elementary and middle school

### Ongoing challenges

- Resources (added an Inclusion Specialist)
- Money
- Time



OFFICE OF DIVERSITY, EQUITY and INCLUSION  
**Implement Corrective Action**

VTCSOM URM Student Recruitment and Retention Taskforce

- 26 recommendations with ongoing implementation on several items
- Establish an alternate pathway for MCAT Scores 501-503
- Expanding pathways and VT undergraduate (developed close relationships)
- Request that financial packages be available earlier in the admissions cycle
- Expand Early Identification Program (schools and students)

# OFFICE OF DIVERSITY, EQUITY and INCLUSION Track realized benefits



**The Power of Collective Action:**  
Assessing and Advancing Diversity, Equity,  
and Inclusion Efforts at AAMC Medical Schools

NOVEMBER 2022



## Diversity, Inclusion, Culture, and Equity (DICE) Inventory 2022

- Categories
  - Governance, Leadership, and Mission
  - Institutional Planning and Policies
  - Communications and Engagement
  - Data and Assessment
  - Faculty and Staff
  - Students

# AAMC DICE INVENTORY 2022

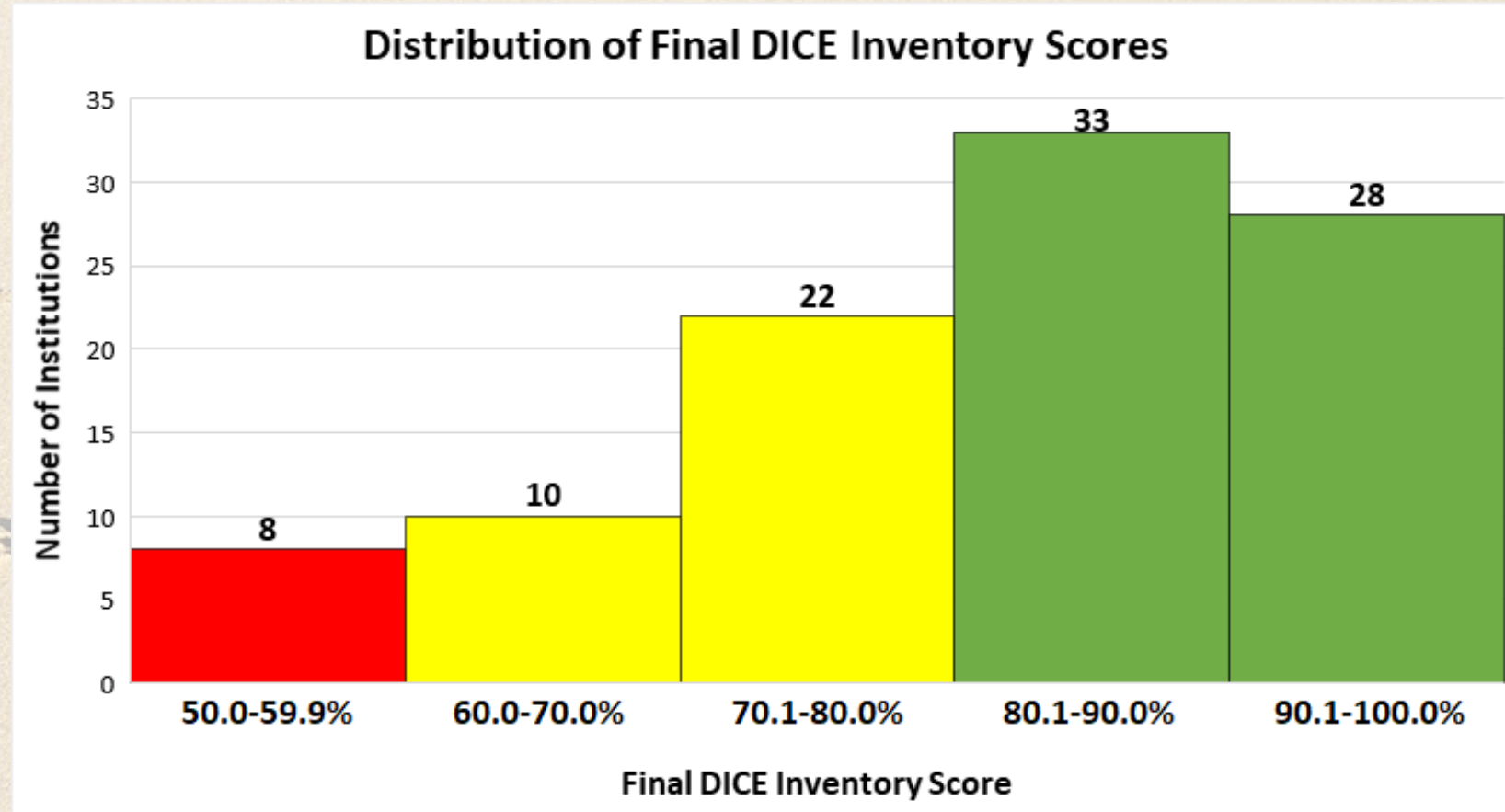
Your medical school's total score:

90.9%

All medical school average total score:

81.6%

No significant differences were observed based on medical school region, faculty size, ownership type (e.g., private or public), or accreditation year (e.g., before or after year 2000).



# AAMC DICE INVENTORY 2022

## Governance, Leadership, and Mission:

	<b>VTCSOM</b>	<b>Ave</b>
• Governance and Leadership Structures	91.7%	91.8%
• Mission, Vision, and Values	100%	89.4%

## Institutional Planning and Policies:

• Strategy Planning and Accountability	100%	64.2%
• Diversity, Inclusion, and Equity (DIE) Policies	83.3%	87.0%

## Communications and Engagement:

• Institutional History	66.7%	83.5%
• DIE Communication	100%	79.5%
• Local and National DIE Engagement	100%	88.5%



# AAMC DICE INVENTORY 2022

## Data and Assessment:

- DIE Data Collection and Reporting
- Culture and Climate Data Collection and Reporting
- Community Data Collection and Reporting

**VTCSOM**

**Ave**

75.0%

72.7%

75.0%

71.0%

100%

66.5%

## Faculty and Staff:

- DIE Faculty Recruitment
- DIE Faculty Scholarship, Promotion, Development
- DIE Staff Recruitment and Development

100%

66.5%

87.5%

80.5%

100%

65.5%

## Students:

- DIE Valued Curricular, Co-curricular Experiences
- DIE Student Development

100%

84.7%

100%

96.2%

# AAMC DICE INVENTORY: Improvement Plan

- Institutional History (66.7%)
  - Communications, branding, icons, and displays for diversity, inclusion, and equity have been assessed and modified any that may be perceived as noninclusive
- DIE Data Collection and Reporting (75.0%)
  - URM Student Recruitment and Retention Taskforce did not recommend this action
- Culture and Climate Data Collection and Reporting (75.0%)
  - Climate and Culture survey completed and disseminated in September 2022
  - Surveys will be repeated every 2 years and reported out to VTCSOM community

# IMPACT OF SCOTUS DECISION

## SUPREME COURT OF THE UNITED STATES

Syllabus

STUDENTS FOR FAIR ADMISSIONS, INC. *v.*  
PRESIDENT AND FELLOWS OF HARVARD COLLEGE

CERTIORARI TO THE UNITED STATES COURT OF APPEALS FOR  
THE FIRST CIRCUIT

No. 20–1199. Argued October 31, 2022—Decided June 29, 2023\*



U.S. Department of Justice  
Civil Rights Division  
*Office of the Assistant Attorney General*



U.S. Department of Education  
Office for Civil Rights

August 14, 2023



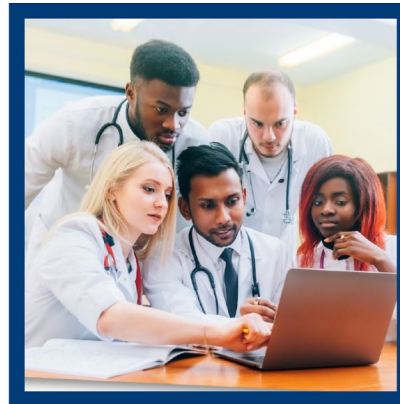
QUESTIONS AND ANSWERS REGARDING THE SUPREME COURT'S  
DECISION IN *STUDENTS FOR FAIR ADMISSIONS, INC. v. HARVARD  
COLLEGE AND UNIVERSITY OF NORTH CAROLINA*

OVERVIEW



AAMC Association of  
American Medical Colleges

Initial Overview  
SCOTUS Ruling on Race-  
Conscious Admissions  
JUNE 30, 2023



VIRGINIA TECH.



NEWS

*Virginia Tech implements changes to undergraduate admissions process for 2023-24 admissions cycle*

28 JUL 2023

**Subject:** Message to VTCSOM Community on Admissions Process

**Date:** Monday, August 7, 2023 3:32:10 PM

Dear Virginia Tech Carilion School of Medicine community,

Recently, [Virginia Tech announced changes to its approach to undergraduate admissions](#) to remove barriers in the application process and improve access for all students. The Virginia Tech Carilion School of Medicine will maintain its traditional admissions process, which aligns with the university's approach and complies with the recent U.S. Supreme Court decision, and the school does not factor legacy into its admissions.

Our holistic approach to admissions is centered on creating physician thought leaders who will improve the health of our communities and transform health care. As a member of the Association of American Medical Colleges (AAMC), which represents the nation's more than 150 accredited medical schools, we strive to create a diverse physician workforce that represents the communities we serve.

We continue in our commitment to maintain a welcoming environment for *all* students, faculty and staff, each with unique backgrounds and experiences who together form a school dedicated to improving the health of our community, the Commonwealth and the country.

# 2023 DIVERSITY METRICS

<b>Student Diversity</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
Total Enrollment	183	183	193
Underrepresented in Medicine (% of total)	15 (8.2%)	17 (9.3%)	18 (9.3%)
Socioeconomic disadvantaged (% of total)	49 (26.8%)	78 (42.6%)	
First-generation college students (% of total)	12 (6.6%)	20 (10.9%)	

<b>Staff Diversity</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
Total # Staff	80	87	88
Underrepresented in Medicine (% of total)	10 (12.5%)	11 (12.6%)	12 (13.6%)

<b>Faculty Diversity</b>	<b>FY21</b>	<b>FY22</b>	<b>FY23</b>
Total # Faculty	835	840	872
Underrepresented in Medicine (% of total)	54 (6.5%)	57 (6.8%)	62 (7.1%)

# **WELL-BEING**

- **CHIEF WELL-BEING OFFICER**
- **CLINICAL LEARNING ENVIRONMENT  
DASHBOARD**

# CHIEF WELL-BEING OFFICER

## Skills and qualifications

- VTC faculty physician
- Strategic and operational leader
- Skilled communicator and advocate
- Formal professional development suited to leading well-being programs
- Record of accomplishment in well-being at departmental or system level
- Strong commitment to DEI

## Support

- 0.25 → 0.50 FTE over time
- Admin staff → 1.0 FTE over time

## Search Committee

- Faculty Affairs
- Student Affairs
- GME
- Diversity, Equity, Inclusion
- Carilion Well-Being
- Faculty representative
- Resident representative
- Student representative

Announced: August 10

Deadline: September 8

Start: January 2024 or sooner

# CLINICAL LEARNING ENVIRONMENT DASHBOARD

## POTENTIAL DATA SOURCES

- Annual AAMC GQ (hidden curriculum item, professional behaviors)
- Annual ACGME Resident Survey
- End-of-clerkship evaluations by students
- Behaviors reported to LEAC
- Biennial Learning Environment Survey
- Biennial Diversity Climate Survey
- Other sources identified by the task force

## POTENTIAL TASK FORCE

- Student Affairs
- GME / Carilion Academic Affairs
- LEAC
- Chief Diversity Officer
- Chief Well-Being Officer
- Med Ed Evaluation Team
- Vice Dean