

Humanism SPG

Integrity Inclusion Caring Respect
Acceptance **Compassion** • **Equity**
Humanism
Kindness **Empathy** Value Honorable
Equality Servanthood
Goodwill **Honesty**
Altruism Humility Unity
Selfless-Love **Justice** **Appreciation**

Quarterly Progress Report
March 2021

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Committee



Co-Chairs



Stephanie Bowlin, EdD, PA



Manel Lopez-Bejar, DVM, PhD

Members

- 30 committee members
- 25 volunteers
- Faculty, staff, students, Deans





Mission

The Mission of the Humanism SPG is to inspire and promote humanism through the empowerment of collective voices and through defining and proposing innovations to advance the practice of humanism, with an emphasis on social justice initiatives, in all areas of Western University of Health Sciences.

Revised January 2021

Goals and Objectives

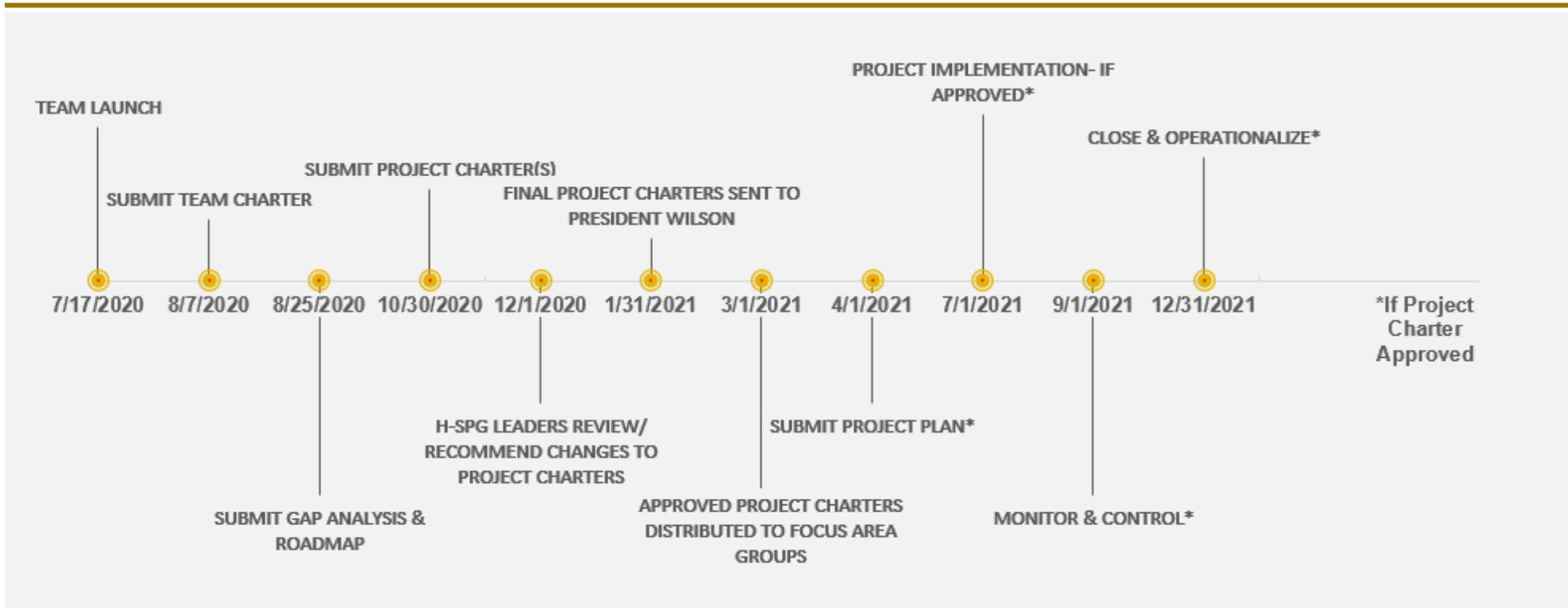


- Operationalize our definition of Humanism and the WesternU Way as foundations for equity, inclusion, opportunity, diversity, fairness, justice and affinity.
- Provide an institutional forum to conceptualize strategies that cultivate an environment of Humanism, equity, inclusion, and diversity.
- Help ensure that humanistic values that subsume equity, inclusion, opportunity, diversity, fairness, justice, and affinity are integrated in WesternU curricula, student and employee recruitment strategies, university support services, patient care delivery, and other key University activities.
- Recommend criteria of institutional progress, including the identity and made to monitor key performance indicators.

Timeline



Humanism SPG Timeline



Focus Area Groups



Clinical Services

- Chaired by Drs. Stephanie White and Beth Boynton



Curriculum/Co-curriculum

- Chaired by Drs. Donna Emanuele and Edward Goering



Define and Measure

- Chaired by Drs. Suzie Kovacs and Satoko Siegel



Recruitment/Admissions/Hiring

- Chaired by Drs. Todd Eckel and Gail Evans Grayson



University Life/Support Services

- Chaired by Dr. Neil Patel and NeeCee Cornish



Humanism, Equity, Anti Racism, Team (H.E.A.R.T.)

- Chaired by Dr. Elizabeth Rega

H-SPG & WC4BL Requests



White Coats for Black Lives/ WesternU Students for Racial Justice Actionable Items	WesternU Humanism SPG Focus Areas
<p><i>We are calling for lectures and discussion devoted to racial justice</i></p>	<p><i>Curriculum/ Co-Curriculum Focus Area Clinical Services Focus Area</i></p>
<p><i>Require students to take an anti-racism/racial sensitivity course prior to graduation</i></p>	<p><i>University Life/ Support Services Focus Area</i></p>
<p><i>Institute a Diversity Inclusion Center</i></p>	<p><i>HEID Focus Area Define and Measure Focus Area</i></p>
<p><i>Accept/ recruit more students and faculty from underserved backgrounds (racial minorities, those of low socioeconomic status, etc.).</i></p>	<p><i>Recruitment/ Admissions/ Hiring Focus Area</i></p>

Steps taken



Step 1: Team Charter

To obtain team buy-in, determine objectives, and identify roles and operations



Step 2: Gap Analysis & Project Roadmap

Identify where the gaps are and how to close the gaps, and determine potential list of projects to close the gaps



Step 3: Project Charter

Propose the project scope, outline the project's key goals and objectives, identify main stakeholders, and determine roles



Clinical Services



Charge

- Help ensure that Humanistic values are integrated in patient care delivery

Step 1. Team Charter

■ **Mission Statement:**

The Mission of the Humanism SPG Working Group for Clinical Services is to define, assess and propose interventions to advance the practice and embodiment of Humanism in healthcare team members and organizations of WesternU Health and affiliated sites.



Clinical Services



Step 2. Gap Analysis

1. Professional development

- No protected time
- Limited resources
- Lack of coordination on resources
- Limited opportunities for skills buildings and advancement
- Coaching for advancement
 - Lack of advancement coaching by supervisors and clinicians
 - Opportunities for improvement on avoiding bias in review process

2. Team Culture Development

- Lack of existence of focus on team member best practices
- Barriers to accessing resources such as lack of awareness and competing priorities
- Inadequate feedback practices for supervisors, colleagues, and students
- Lack of communication of core values
- DEI training not integrated into units

Step 3. Project Charter

1. Increase equity and inclusion of professional development resources for healthcare team members.
 - Partner with university leaders and human resources to identify protected time and financial resources for healthcare team members.
2. Develop and implement employee and learner satisfaction assessment tools and integrate the findings into the healthcare organizations practices.
 - Collaborate with healthcare teams to develop best practices to create culture of psychological safety, effective conflict resolution, and patient safety.
 - Develop and implement best practices for feedback in training learners, and in clinical teams
 - Teams identify core values and agree upon implementation steps
 - Require all clinical education sites to develop and implement end of rotation student feedback surveys and demonstrate how that feedback is being utilized for teaching quality improvement.
3. Enhance supervisor and preceptor training in giving effective feedback that respects and encourages team members and learners while reducing bias.
 - Identify best practices in feedback delivery and provide training to all supervisors and clinical preceptors with an emphasis on anti-bias.



Curriculum / Co-curriculum



Charge

- Ensure that humanistic values are integrated in WesternU curriculum & co-curriculum

Step 1. Team Charter

- **Mission Statement:**
Create within the Western University of Health Sciences curriculum a culture of Humanistic Learning that is anti-racist and culturally responsive. This curriculum would embed the values of racial equality, racial inclusion, cognitive and experiential diversity. Recognizing the value of a curriculum that intentionally prepares competent students to provide care across all healthcare systems for vulnerable populations and health disparate groups.



Curriculum and Co-curriculum



Step 2. Gap Analysis

- Perform gap analysis & review DEI, Anti-Racism, underrepresented minorities, intersectionality content in curriculum, and accreditation standard alignment
- Perform gap analysis and establish recommendations of Anti-Racism/ DEI organizational structure, committees and/ or departments across colleges

Step 3. Project Charter

- Create standardized Anti-Racism/ DEI core content to include in curriculum across all 9 colleges
- Develop and recommend standardization of a DEI organizational structure within each college (e.g., DEI Committee, Diversity Officer)
- Present analysis results and recommendations to the University Curriculum Committee (UCC) in order to begin integration of Anti-Racism/ DEI curriculum
- Present analysis results and recommendations to the Deans Council regarding DEI organizational structure standardization within each college

Curriculum/ Co-Curriculum Progress To-Date



- Completed Gap Analysis/College-wide Survey
- Participated in the Implicit Association Test (IAT) & Curriculum Work Group Humanism survey
 - Harvard Project Implicit - 'Race IAT' to be disseminated by the Office of Institutional Research and Effectiveness (IRE) to ensure anonymity
 - Collect demographic information (Race, Gender, Age, Program Year) along with IAT results
- Knowledge Quiz/Curriculum Work Group Humanism survey
 - Measure effectiveness of Diversity, Equity, Inclusion, Anti-Racism (DEIA) Curriculum
 - Beginning, middle and endpoints of DEIA integration
- Prepared report of DEIA curriculum to UCC, stakeholders, and SPG Humanism leadership team
- Reviewing/finalizing domains of DEIA as represented from the diverse knowledge provided by:
 - Colleges, faculty, students, staff and the DEIA accreditation standards for each respective college program.



Define and Measure



Charge

- Operationalize our definition of Humanism and The WesternU Way
- Recommend criteria of institutional progress, including the identity and mode to monitor key performance indicators

Step 1. Team Charter

- **Mission Statement:**
The mission of the Humanism SPG Define and Measure Focus Area Group is to establish a clear and comprehensive definition of what Humanism means at WesternU, which will be consistently communicated to WesternU stakeholders, and to establish benchmarks and infrastructure for assessment and continuous improvement.



Define and Measure



Step 2. Gap Analysis

1. The institutional statement on diversity focuses on non-discrimination and does not connect to Humanism.
2. Currently we only collect race and gender metrics. Humanism and Inclusion Taskforce survey was conducted in 2018.
3. There is no communication system for Humanism data in place.

Step 3. Project Charter

1. Create Humanism statement and definition
 - WesternU Humanism campus-wide survey
 - Interview Andrew Pumerantz
 - Humanism magazine
 - Literature research & google research “Humanism”
 - Review archived documents
 - Review Humanism poster
2. Create measurement/metrics, and identify institutional measurements
 - Review Humanism and Inclusion Taskforce Survey
 - Create WesternU Climate Survey
 - Identify timeline and populations for metrics
3. Create transparent communication system for Humanism consistently and broadly
 - Research other institution’s diversity dashboard
 - Create Humanism/Diversity Dashboard

Define and Measure Progress To-Date



- A survey to the Campus on the definition of Humanism received over 1000 responses, these responses will guide the definition of Humanism and the WesternU Way.
- Some of the words that stood out were Respect, Compassion, Empathy, Caring, and Kindness



Humanism, Diversity, Equity, and Inclusion Statement



- WesternU students, faculty, staff, and administration are committed to fostering a culture of respect and equity at all levels and for all people. We engage in meaningful efforts to enhance our diversity and eliminate barriers to success through thoughtful policies and practices. We embrace the varied backgrounds, beliefs, and voices of the people who make up our University for how they enrich our educational, personal, and professional experiences. We create an inclusive environment by encouraging healthy discourse and empowering individuals to be their authentic selves. We strive to dismantle health disparities and broader systemic injustices that disproportionately affect persons of color and the economically, socially, and physically disadvantaged. These values go hand in hand with our humanistic tradition and our mission to enhance the quality of life in our communities.



Recruitment Admissions Hiring



Charge

Help ensure that humanistic values are integrated in student and employee recruitment and admission/hiring strategies

Step 1. Team Charter

■ **Mission Statement:**

The Mission of the Recruitment, Admission and Hiring Committee (RAH) is to promote diversity, equity and inclusion through recruitment, admission and hiring practices. RAH will provide guidance rooted in integrity, transparency and accountability to achieve/promote diversity in students, staff, and faculty.



Recruitment Admissions Hiring



Step 2. Gap Analysis

- **Recruitment Strategies**
 - Strengthen pipelines
 - Marketing/Promotion: Diversity Center, work being done in the colleges (diversity and inclusion staff members in the colleges),
 - Generational understanding of our student population
 - Leverage our students to reach out to prospects and applicants
- **Scholarship opportunities**
 - Centralized scholarship depository through Financial Aid
 - Bring in fundraising through Advancement
 - grant writing
 - external stakeholders
- **Process and policy streamlining**
 - Clarification of roles
 - Automated workflows
 - Removing barriers for students
- **HR**
 - Actively source and recruit qualified diverse candidates by embracing EEO practices that includes posting distributions that reach broad audiences, targeted outreach efforts, and a brand identity that showcases our diversity. Automated workflows.
 - Ensure interview panels include a diverse slate of representatives from across the campus.
 - Create and mandate DEI, EEO, and Implicit Bias training for those who wish to serve on an interview panel.
 - Create Affinity/Resource Groups as well as a buddy program that will aid in the onboarding and assimilation process of new employees.
 - Check in process with new employees at the 30, 60, and 90 day time frames to obtain feedback with the ultimate goal of successful assimilation.

Step 3. Project Charter

- **Admissions**
 - Increase number of underrepresented minority (URM) in the pipeline with the objective of increasing the number of URP through the funnel
 - Evaluate data in current pipeline
 - Create new outreach programs for WesternU housed admissions
 - Increase the capacity of the institutions and partnerships to collect and interpret data about practices that improve transitions and outcomes for low-income students and to share that knowledge with the field of study or career path.
 - The overarching objective should be to require biennially mandated diversity, equity and inclusion (DEI) training, with a strong anti-racism focus, from anyone working in admissions and the broader campus community that functions much like IT Security or Sexual Harassment training.
 - Create Anti-Racist Training in collaboration with faculty
 - Create a set of best practices for use by admission committees as they review and evaluate URP applicants for admission.
- **HR**
 - Update the university Strategic Plan to include the following: diversity, equity, inclusion and anti-racism
 - Standardize Equal Employment Opportunity Best Practices
 - Implement Assimilation and Enhance Onboarding Processes

Recruitment/ Admissions/ Hiring Progress To-Date



- Director of Talent Management has been hired who will develop best practices for hiring.
- A Diversity, Equity and Inclusion statement is being completed for recruitment and admission. The process was temporarily suspended until the University developed its official statement with the intent to align statements from various colleges and operations departments that are developing their own.



University Life / Support Services



Charge

Ensure that humanistic values are integrated in university life & support services

Step 1. Team Charter

■ Mission Statement:

We commit to deepening the relationship between the University and its constituents, with support services, experiences, and opportunities that provide a diverse and inclusive atmosphere, where differences are celebrated, racial justice is prioritized, accountability is required, and compassion is valued; by cultivating belongingness and respect, we seek to inspire humanism through the empowerment of the collective voices of the Western University of Health Sciences community.



University Life / Support Services



Step 2. Gap Analysis

- Definition of university life
- Identification of support services
- Lack of communication
- Lack of visibility of humanism and diversity on the campus and webpage

Step 3. Project Charter

1. University Life: Define University Life from the points of view of students, post doc fellows, staff, preceptors, alumni, employees, and faculty.
2. Support Services: Identify all support services for WesternU family members. Determine where we are in terms of support services usage and satisfaction with support services. Learn if services are not being used, what potential barriers may exist.
3. Town Halls: Increase university-wide communication by establishing a Town Hall task force, establishing protocol criteria for planned events and unforeseen events, and implementing communication opportunities
4. Visibility: Identify physical and virtual spaces to promote humanism and diversity. Establish information promotion plan for calendar/timeline of diversity events, protocol for critical diversity/social justice related events, and message creation.

University Life/ Support Services

Progress To-Date



- **Heroes Campaign:**
 - The University is actively engaged in developing a fundraising campaign specifically focused on scholarships and other direct student support. Steering committee is underway with their planning. Four primary initiatives include BIPOC scholarships, student emergency funds, endowed (permanent) scholarships, and college-specific priorities.
- **Trustee's Scholarship:**
 - Trustee's voted to designate \$2 million to their endowed scholarship fund.
 - This fund, currently at \$6 million, is expected to generate more than \$300,000 per year for scholarships.
 - Funds be disbursed as \$10,000 scholarships to disadvantaged and underrepresented students in good standing with a minimum cumulative GPA of 3.0.
 - This criterion is slated to be approved in the next Trustee's Academic Affairs Committee meeting.
- **HRSA Grants:**
 - CDM was awarded a \$3.2 million HRSA grant which will be used to fund renewable, half-tuition scholarships to dental students from economically and/or educationally disadvantaged backgrounds, including underrepresented minorities
 - Congresswomen Norma Torres announced that she had secured for WesternU a \$649,950 HRSA grant through the Scholarships for Disadvantaged Students program, which will fund scholarships to students with traditionally underrepresented backgrounds.
 - CGN will be submitting a proposal to HRSA for a \$2 million Nursing Workforce Diversity grant that, if awarded, will provide similar scholarship support for CGN students.
- **Individual and Corporate Foundation Support:**
 - Five of the seventeen newly created scholarships were designated for underrepresented students.
 - The department's grants team has identified a handful of foundations that could each potentially provide \$20,000-\$100,000 in funding for underrepresented scholarships.
 - Foundations are being researched in preparation to write and submit proposals in 2021.
 - CVM is developing a summer enrichment camp program aimed at diversifying the veterinary profession by introducing underrepresented high school students to the profession; and they have received support in the form of a \$50,000 lead gift from Zoetis, a corporation focused on animal health.
- **Possible Board Initiatives to assist Black, Latinx, and Native American students**
 - To be developed in the next 6-12 months.

Humanism, Equity, Anti-Racism Team (H.E.A.R.T)



Charge

To develop a Job Description and define center Services for an office of humanism, equity inclusion and diversity.

Progress

- Team Name change: from Humanism, Equity, Inclusion, and Diversity (HEID) Initiative and Team to “Humanism, Equity & Anti-Racism Team (H.E.A.R.T.)”.
- Developed key attributes, qualifications and services of HEART officer and center.
- Proposed Board resolution
- BIPOC (Black, Indigenous, People of Color) health lectures
- Job description is complete
- Services for the H.E.A.R.T. Center to completed by late January
- Chair of the H.E.A.R.T. Search Committee has been named
 - Committee formation is in progress



Western University

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