The Office of Diversity and Inclusion at the Health Sciences Center was established in 2016 under the Office of the Senior Vice President and Provost. The mission of the Diversity and Inclusion seeks to enhance the University’s commitment to diversity, equity and inclusion, recognize and respect the essential worth of each individual and value differences amongst groups. We commit to building a welcoming and supportive campus environment where each individual feels welcomed, valued, and supported for success.

The three scopes of areas that the Office of Diversity and Inclusion at the Health Sciences Center campus oversee include: Diversity Recruitment, Inclusive Campus Engagement as well as Community Engagement and Partnerships. The office also engages in work with all staff, faculty, and students.

New Action Items
- Spring 2019-Establish Equity & Inclusion Committee
- Spring 2019-Establish monthly discussions for campus to engage in
- Summer 2019-HSC Health Professions camp for underrepresented high school students
- Summer 2019-Establish D& I trainings for the HSC campus
- Fall 2019-Host a regional conference on the HSC campus
- Fall 2019-Establish pipeline program for high school students

Reports

Recruitment Activities:

Aspiring Health Professions Summer Academy: the Office of Diversity and Inclusion hosted the inaugural Aspiring Health Professions Summer Academy here at the Health Sciences Center campus July 15-19th, 2019. This program is a one-week academy for current 9th-12th students. Students engaged in hands-on activities, learning from faculty and students within all seven colleges including a simulation experience with the Interprofessional Educators and Practitioners Association.

American Indian Science and Engineering Society National Conference: an annual conference focusing on educational, professional and workforce development with American Indian, Alaska Native, Native Hawaii, Pacific Islander attendees. The conference hosts a college fair within the schedule, and in 2018, the conference was held in Oklahoma City. The Office of Diversity and Inclusion secured a booth for the fair and attended along with student volunteers from the HSC colleges.
Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) National Diversity in STEM Conference- this annual conference host undergraduate and graduate students and is the largest broadly multidisciplinary and multicultural conference in the country. The office has attended the conference for the past two years along with the Graduate College for recruitment of underrepresented students.

Langston University- the Diversity and Inclusion office attends programming at Langston University throughout the school year to engage with students who are interested in the health sciences fields. These annual events include Discover Sooner, McCabe Honors College Meetings, and the Langston Career Fair.

UCO Black Male Summit- this annual one-day summit, hosted by the Diversity and Inclusion office at UCO, is open to high school males across the OKC metro area. The office engages in attending the summit to connect with students who are interested in health sciences careers and to build partnerships at UCO.

High School Career Fairs- the office attends high school career fairs around the metro area annually, including Dove Annual College Fair, Northeast High School Health Sciences College and Career Fair, Annual Black Elected Officials College Fair.

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Norman Campus Student Engagement- to aid in establishing a more robust pipeline of students from the Norman campus, the office engages in meetings and events with Norman campus students. Outreach and connections are made with underrepresented student health groups, such as the Minority Association of Pre-Health Students (MAPS), Latino Association for Science and Health (LASH) and the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). Outreach to various student-led events are attended when invited with the opportunity, such as the Society of Hispanic Professional Engineers Research and Graduate Information Fair, Preparing for Graduate School Conference, and Delta Week: Why Graduate School Matters presentation. Partnerships have been formed with Norman campus departments who work diligently with first-generation, low-income, and underrepresented students, such as the Project Threshold office, the office of Diversity Enrichment Programs and Premedical Professions Advising offices.

Norman Recruiting Events- the Office of Diversity and Inclusion engages in recruitment events that are hosted by the Office of Admissions and Recruitment and Diversity Enrichment Programs (DEP) that are targeted towards underrepresented groups. These yearly events include:

- American Indian Visitation Day
- American Indian STEM & Business Day
- TREE Conference (aids in sponsorship of the conference)
- George McLaurin & Sylvia A. Lewis Conference
- Graduate School Symposium
- First Sooner: Tulsa
- Presidential Dinner/An Evening with OU: Dallas, Houston, Tulsa
- The Weekend Event
- Counselor’s Day

Campus Engagement Committies/Activities:
ASPi #1 Co-Chair- Goal #1 for the Academic Strategic Plan is to: Strengthen the pipeline through admissions experience for future applicants through coordinating academic and experiential engagement of Oklahoma high school and college students in collaboration with the OUHSC Student Government Association (SGA) leadership. Carrie McClain is the co-chair for this specific goal and meets monthly with the implementation committee. The committee is currently creating strategies, tactics and measurable outcomes to implement for Goal #1.

COM Diversity Alliance Taskforce-the College of Medicine initiated the Diversity Alliance Taskforce this year that consists of faculty and staff from the college and campus administrative offices. Carrie McClain serves on the taskforce and co-chairs the committee for pipeline programs. The taskforce meets monthly.

Building the Next Generation of Academic Physicians (BNGAP) Conference- the mission of BNGAP is to help diverse medical students and residents become aware of academic medicine as a career option and to provide them with the resources to further explore and potentially embark on an academic medicine career. The Office of Diversity and Inclusion, Office of the Vice Provost for Academic Affairs & Faculty Development, and the College of Medicine Office of Diversity, Inclusion and Community Engagement are collaborating to organize the BNGAP Regional Conference here at the HSC campus on October 18-19, 2019.

OKC PRIDE Parade 2019- the Office of Diversity and Inclusion sponsored the OKC Pride Parade walk for the entire HSC campus and OU Medicine. Collaborations with Marketing, Student Affairs, and the Live-to-Give program allowed for a robust campus engagement at the OKC Pride parade. Over 200 faculty, staff and students registered to walk in the parade.

OUHSC & Tribal Nations Collaboration Day- the Office of Diversity and Inclusion along with the OU Tribal Liaison engaged in this inaugural Tribal Nations Collaboration Day in spring 2019. All 39 tribes in the state were invited to come to the HSC campus to learn about research opportunities as well as discover possible collaborations and/or partnerships with the campus.

Celebrating Black History Month- the Office of Diversity and Inclusion collaborates with the Office of the Vice Provost for Academic Affairs & Faculty Development to host a series of events to celebrate the month. This year the month kicked off with a campus-wide book drive, where over 200 books were donated to a neighboring elementary. Two lunch and learns were also hosted with topics about health disparities in the African American community and dermatological problems specifically with hair in the African American community.

International Day of Persons with Disabilities- the Office of Diversity and Inclusion collaborates with the Office of the Vice Provost for Academic Affairs & Faculty Development to host a movie viewing to bring awareness to and celebrate International Day of Persons with Disabilities. Following the movie, attendees engage in a conversation about take aways from the movie.

Celebrating Women’s History Month/International Women’s Day- the Office of Diversity and Inclusion collaborates with the Office of the Vice Provost for Academic Affairs & Faculty Development to host a campus-wide movie viewing followed by a round table discussion to acknowledge and celebrate Women’s History Month.
Unity In Medicine—this annual panel event focuses on diversity in healthcare. Students from each of the seven campus colleges discuss their differences and walks of life to highlight the diversity in the health sciences. The Office of Diversity and Inclusion aids in sponsoring the student-led event.

Celebrating Our Champions Luncheon— a luncheon created to highlight and celebrate faculty, staff, and students who have been champions of diversity and inclusion work here on the HSC campus. The office invites the selected individuals to a small luncheon to give thanks for their work and efforts.

**Trainings/Programs:**

**Diversity Ally Training**—this workshop discusses ways to make the University feel more inclusive to members of the diverse and underrepresented community. Participants will interact in honest, open dialog and are encouraged to engage in thoughtful conversations about ways we can work together to make the University a welcoming place for all students, faculty, and staff. Upon completion, attendees will understand the importance of making all feel welcome at the campus, identify hurtful behaviors and how to stand up for underrepresented populations, promote equality, dignity, and safety for everyone. Trainings include: Unlearning Racism, Unlearning Trans + Homo Negativity, Unlearning Sexism, Unlearning Classism, and Unlearning Implicit Bias Training— the Office of Diversity and Inclusion collaborates with the Office of the Vice Provost for Academic Affairs & Faculty Development for a two-hour implicit bias training for students when requested. A new curriculum will be introduced Fall 2019.

**Community Conversations**—Community Conversations are monthly conversations that the Office of Diversity and Inclusion organizes for the campus and hospital systems to engage in. Topics range from month-to-month, and the office partners with community based organizations and individuals who focus on inclusion and equity to engage the audience.

**HSC 1: Community Dialogues**—the Community Dialogues is created in collaboration with the Office of Diversity and Inclusion and the Office of Student Affairs. Community Dialogues provides first-year students the opportunity to discuss topics related to health sciences, healthcare, diversity, and inclusion. A topic of discussion is identified with two items (research articles, videos, narratives, literature reviews, etc.) for students to discuss in small groups. These discussions are focused on students sharing individual perspectives and collectively building meaning and understanding.

**Community Engagement**

**Douglass High School Trojan Tutoring Initiative**—The Office of Diversity and Inclusion initiated the tutoring program with the College of Pharmacy and Douglass High School basketball teams. Students from the OUHSC College of Pharmacy engage in providing weekly tutoring sessions during the fall and spring semester. The program is currently in its third cycle and is beginning to see pipeline outcomes.
OUHSC Teacher Externship Program - the Diversity and Inclusion office collaborates with the Oklahoma State Department of Education for the Summer Externship Experience on the HSC campus. Teachers from around the OKC metro area are invited via the Oklahoma State Department of Education to engage in a summer long externship. Teachers are selected through an application process and have the opportunity to shadow HSC College of Pharmacy faculty while getting a first-hand experience at what pharmacist do in their many disciplines. The mission of the program is to allow teachers to gain a first-hand experience in the STEM fields to take their experience back to their classrooms and apply the knowledge they have learned in their class curriculum.

oNE OKC - an annual street festival hosted by Northeast OKC Renaissance Inc (NEOKCR). oNE OKC was designed to engage the local community and attract people from throughout the OKC metro to visit Northeast Oklahoma City. During this annual festival wellness check ups are preformed by any volunteering HSC professional.

Teacher Shortage Taskforce - the Teacher Shortage Taskforce convened by the Oklahoma State Department of Education originally began in 2015 to tackle the growing teacher shortage crisis. Carrie McClain serves on the taskforce.

Inclusion & Diversity Consortium - Schnake Turnbo Frank's Inclusion & Diversity Consortium meetings are held for business leaders to learn, grow and network with I&D experts and community leaders on their journey to making our workplaces and communities inclusive and diverse. Meetings are held monthly at different locations across the city. The office attends the meetings to build connections and partnerships for the HSC campus.

**Partnerships**
Collaboration with campus departments and colleges: Senior Vice President and Provost Office, Office of the Vice Provost for Academic Affairs and Faculty Development, Office of Diversity, Inclusion & Community Community Engagement in the College of Medicine, Student Affairs, Graduate College, College of Allied Health, College of Public Health, College of Pharmacy, Dentistry, Nursing, and Medicine.

**Numbers**

**Aspiring Health Professions Summer Academy**: 18 students
**OUHSC & Tribal Nations Collaboration Event**: 60 attendees
**Summer Teacher Externship** (partnered with the Oklahoma State Department of Education)
- Summer 2018: 10 teachers
- Summer 2019: 8 teachers
**Douglass High School Tutoring Program**: 28 participants

Feedback: “One student in particular was able to raise his GPA significantly with attending the tutoring program. He went from a failing student to a passing student and has continued to keep his GPA up. The one-on-one help from the tutors really aided him in being able to do that.”

**Diversity & Inclusion Lectures**:
- 2018 Participants-16
- 2019 Participants-27
Feedback: “The diversity and inclusion lecture was excellent! They made it so interesting and engaging. It can be such a touchy subject, but they covered it very nicely. It was one of my favorite lectures of the semester. It also didn’t feel like 2.5 hours with them. Sometimes in class it feels like you’re just watching the clock. I could have listened to them for much longer than we spent with them.”

Celebrating Black History Month: Cookies, Culture & Conversation & Bites of Knowledge: 78 attendees
Celebrating Black History Month Book Drive: over 200 books donated
Celebrating Women’s History Month: 23 attendees
Preparing For Graduate School Conference- over 70 attendees

Profile of Success:

Douglass High School Tutoring Program: This program was initiated in spring 2018 with just a focus on tutoring the girls and basketball teams. This program has grown tremendously! Because of the continued relationship you can visibly see a trust that has been formed with the school. This has continued to grow the partnership to extend the tutoring sessions from the fall to spring semesters. We have seen outcomes in terms of pipeline, where at least one of the tutoring students has began his journey to Pharmacy school. To see this relationship grow to the capacity that it has and to see the students benefit from the tutoring has been a rewarding experience.

Submitted by Carrie McClain
Assistant VP
Office of Diversity and Inclusion
OUHSC