



# MHA DEI Progress Report

Jean M. Abraham, PhD  
MHA Program Director

SCHOOL OF  
**PUBLIC HEALTH**

UNIVERSITY OF MINNESOTA

# Outline

- Background
- Progress Update
  - Feel free to place questions in the chat.
- Discussion and Feedback

# Diversity, Equity, and Inclusion (DEI) Efforts

- DEI as a strategic priority within our 2020-2024 plan
- DEI MHA Faculty workgroup formed in April 2020
- Efforts accelerated in early summer 2020 with student critique and recommendations
- MHA Faculty workgroup and students developed and released a roadmap in September 2020
- Working to implement tactics across domains
  - Accessibility
  - Training and Professional Development
  - Curriculum and Competency Development
  - Climate and Culture
  - Faculty and Staff Diversity

# Admissions & Accessibility

- **Accomplishments**

- Holistic admissions review
- Data collection and reporting process to track applicant and matriculated student diversity
- Twice nominated and been awarded a Provost's Professional Education Diversity Fellowship
- Articulated a philanthropic priority to SPH Advancement to raise 4, \$5000 per year scholarships fully dedicated to cohort diversification.

- **In-Progress**

- Refine admissions application and interview processes, including virtual interviewing
- Ensure broader representation of students and alumni engaged in interview process
- Create and implement strategies for HBCU outreach; explore Bluford Healthcare Leadership Institute sponsorship
- Enhance information on website to better inform prospective students
- Review and enhance engagement strategy of admitted students to connect with alumni who represent diverse points of view and experiences

# Training & Prof Development - Students

- **Accomplishments**

- 2 young alumni panels on fellowship/employment searches (8/2020)
- Professional Development course offerings on “Identity” and “Being an Anti-racist Leader”
- Young alumni panel with 3 AA/F DEI volunteers focused on “DEI in the Workplace” (4/2021)
- Expanded pre-work for incoming cohort that provides foundational reading and skill-building

- **In-Progress**

- Additional programming to develop related to bias and crucial conversations
- Revise orientation programming
- Explore how to incorporate DEI competency development into summer residencies
- Support student-driven initiatives (e.g., Book Club)
- Stand up student-alumni engagement opportunities

# Training & Prof Development - Faculty

- **Accomplishments**

- MHA faculty training  
“Learning from this Moment: Understanding Privilege and Advancing Racial Equity.”
- Faculty participation in anti-racist pedagogy training via SPH and university offerings
- Mandatory university training for employees related to sexual harassment, discrimination, and retaliation

- **In-Progress**

- Engage in formulating recommendations for required training by faculty/staff
- Advocate for additional programming around navigating challenging conversations in the classroom

# Curriculum & Competency Development

- **Accomplishments**

- Completed audit of 8 required courses to establish baseline content coverage
- 4 dialogues with the newly created MHA AA/F DEI committee to shape competency development and curricular changes
- Incorporated question to solicit feedback on DEI coverage within the Program
- Initiated request of SPH Educational Policy Committee for course evaluations to include a question about how well faculty foster an inclusive learning environment

- **In-Progress**

- Revise our competency framework language to be more explicit related to DEI (root causes of health and healthcare disparities as well as actions to address them)
- Review and incorporate recommendations of AA/F DEI committee and student input for how to improve in presentation of content (e.g., foundational coursework and discussion)

# AA/F DEI Committee: Competency Development - Foundational Knowledge

- Understanding of core concepts
  - Equity vs. Equality
  - Individual vs. institutional vs. structural racism
  - Medical racism
  - Anti-racism
  - Identity and Intersectionality
  - Implicit Bias
  - Microaggressions
- Understanding linkages between racism, income inequality, and other dimensions of diversity with access to care, healthcare disparities, and disparities in health outcomes
  - Historical root causes and current state



# AA/F DEI Committee: Competency Development - Skills

- Measurement, Analysis, and Interpretation
  - Defining and stratifying populations on various dimensions
  - Measurement of race, ethnicity, sexual orientation, gender identity, religious preference, or other identities for analyzing disparities in health care and health
  - Analyze and interpret data for informing initiatives
- Engagement and Communication Skills
  - Listening to and engaging with diverse individuals (e.g., classmates; patients and community members)
  - Facilitation skills (e.g., community forums to connect with underrepresented populations)
  - Ability to collaborate effectively on teams, leveraging diverse thoughts and perspectives
  - Managing and leading diverse teams and workforces
  - Creating a culture that supports crucial conversations within one's workforce and patient population

# AA/F DEI Committee: Competency Development - Skills

- Moving from information to action
  - Patient-facing
    - Formulating community health improvement strategies
    - Developing and implementing organizational and community-based actions to address disparities in health, healthcare, and insurance outcomes, and evaluating such initiatives
  - Organization or Workforce-facing (HR)
    - Recruitment, retention, and workforce development that results in leadership reflecting the populations the organization serves
    - Measuring and articulating the value proposition of DEI investments
    - Developing and implementing strategies and tactics to demonstrate organizational commitment to DEI and an inclusive culture

# AA/F DEI Committee: Competency Development - Values

- Empathy
- Compassion
- Humility
- Self-awareness
- Intellectual curiosity
- Personal accountability
- Commitment to diversity, equity, and inclusion and anti-racism
- Community orientation
- Forward-thinking: moving beyond the industry status quo

# AA/F DEI Committee: Examples of Areas of Opportunity

- Common reading or film used in first semester, first year to promote discussion of topics around racism and income inequality and how they affect patients and employees
- Narrative-like articles that illustrate *independent* effects of race and income on healthcare disparities (e.g., high income individual of color who suffered racism during hospitalization)
- Use of an A3 health equity checklist within quality, operations, or problem-solving coursework

# AA/F DEI Committee: Examples of Areas of Opportunity

- Strategy formulation
  - Data collection to examine race/ethnicity and gender for leadership and job categories; healthcare access; quality and experience; and health outcomes
  - Upstream analysis to understand HR processes, internal culture and perception of organization; leadership accountability; community perceptions of the organization
  - Developing strategic goals and tactics regarding DEI
- Leadership
  - Communication skills: Deep listening and creating safe spaces for conversation with employees, patients, and community members; learning how to articulate mistakes and shortcomings
  - Driving change in organizational culture to be more inclusive

# MHA Faculty and Staff Diversity

- **Accomplishments**

- Modified our faculty/academic search practices to promote more diverse applicant pools and to better gauge candidates' views of the importance of DEI issues
- Created registry of guest lecturers and alumni volunteers
  - 51% female & 20% BIPOC

- **In-Progress**

- Actively searching for a diverse, part-time career coach to assist residential students
- Program leadership will assess potential future faculty needs and funding models (Dean and Division Head determine our ability to hire).

# Program Climate & Culture

- **Accomplishments**

- Facilitated guiding principles
- Clarified language related to public references
  - Community vs. Mafia
- Completed the DEI work plan gap analysis and identified items for future

- **In-Progress**

- Coordinate with HPM and SPH to finalize incident reporting and accountability structures
- Strengthen our frequency and transparency in communication
- Develop a program-specific statement of commitment to DEI
- Determine future organizational structure for DEI work (e.g., committee that encompasses student government role, faculty, and alumni)



# Discussion and Feedback