

DIMENSION 1: REPRESENTATION, ACCESS AND SUCCESS

Outcome: UMKC engages in activities to recruit and retain a diverse campus community that facilitates the realization of academic achievements, growth and development of all faculty, staff and students.

Action Items	Metric	Lead Unit/Dept.	Target Date
Students			
Start Hispanic/Latinx student group	Start date and # of students	Student Affairs & ODI	Spring 2018
Develop and implement a SOM mentoring program to increase URM student retention, graduation, placement, and resident success	Student Retention	ODI	Summer 2018
Start a Diversity Graduate Program Welcome	Attendance & Satisfaction	SOM Grad Program & ODI	Summer 2018
Increase the number of <i>qualified, competitive URM applicants</i> to the 6 year BA/MD program, MD program, and SOM graduate medical programs by 10% annually	# of student applications , # of students admitted and # enrolled	Admissions & ODI	Summer 2019
Faculty/Residents/Staff			
Develop and implement a Building Our Own Career Advancement Program where UR faculty, residents, and staff meet four times a year for professional development, networking, sense of belonging, and securing leadership and professional opportunities at UMKC SOM or affiliates	Attendance & Satisfaction	ODI, Faculty Development, GME & HR	Summer 2018
Create a collaborative group with affiliates to share, develop, and implement strategies that include unconscious bias and cultural sensitivity training with leaders and search teams to recruit and retain URM faculty and residents	Start date of group & strategies developed	ODI & Affiliates Administrators	Summer 2018
Create a toolkit for success to support UR faculty, resident, and staff experiences in work and learning environments	Resources Provided & Impact	ODI, Faculty Development, GME & HR	Fall 2019

DIMENSION 2: CLIMATE AND CAMPUS ENVIRONMENT

Outcome: UMKC cultivates an environment committed to civility and respect where all faculty, staff and students are empowered to pursue their personal, academic and professional goals.

Action Items	Metric	Lead Unit/Dept.	Target Date
Create and implement a group to develop strategies to report mistreatment incidents (students, residents, staff, and faculty) so data can be tracked and issues addressed	Start group and type of strategies developed	ODI	Summer 2018
Identify, review, and assess data that impacts underrepresented faculty, staff, resident, and student working and learning environments, their sense of belonging, and success	Type of data assessed and trends	ODI & SOM Assessment Office	Fall 2018
Develop and implement a plan to address concerns in the AAMC graduate questionnaire and student survey regarding perceptions of institutional climate	Type of strategies developed to address concerns	ODI & Student Affairs	Fall 2018
Develop and implement a plan to address concerns on the AAMC faculty survey and any staff surveys regarding perceptions of institutional climate	Type of strategies developed to address concerns	ODI, HR & Faculty Development	Fall 2018

DIMENSION 3: RESPONSIVE TEACHING, RESEARCH AND EXPERIENTIAL LEARNING

Outcome: UMKC provides a diverse learning and scholarly environment and life experience to create culturally competent individuals.

Action Item	Metric	Lead Unit/Dept.	Target Date
Develop proposal to implement cultural competency into the curriculum	Development of proposal	ODI	Summer 2018
Diversity Council suggests books related to social justice to increase Dr. Cattaneo's Yr1 students' learning about diversity & inclusion	Books used by Dr. Cattaneo's students	ODI & COC	Summer 2018
Develop and implement a plan to provide equity, diversity and inclusion training to 100% of faculty, residents, and staff over 3 years: all new individuals and 33% of individuals Yr 1, Yr 2 and Yr 3.	# of individuals who complete training	Admissions, ODI, Affiliates, GME, Hospitals	Fall 2019
Develop and implement a plan to provide a cultural competency and cultural appropriate care course to 100% of students over 3 years: all new students complete and 33% of students Yr1, Yr 2 and Yr 3.	# of students who complete course	Admissions, ODI, Depts for Grad Programs	Fall 2019
Evaluate and summarize responses from the Annual Student Feedback Questionnaire and the content of the curriculum for cultural competency and appropriate care learning objectives, using TACCT or another tool.	Completion of summary	ODI	Summer 2020

DIMENSION 4: UMKC AND THE URBAN COMMUNITY IN PARTNERSHIP

Outcomes: UMKC builds relationships with the community to advance its role as an urban serving University committed to its neighborhood and region.

Action Item	Metric	Lead Unit/Dept.	Target Date
Identify and report the number of activities the SOM has across depts. with URM communities (i.e., Poverty Simulation)	# of activities	ODI	Fall 2018 Fall 2019 Fall 2020
Quantify the human and financial capacity provided to URM communities	Human & financial capacity	ODI	Fall 2018 Fall 2019 Fall 2020
Develop a plan to identify and increase SOM department community engagement where there is a lack of involvement with URM communities	# of individuals engaged in community partnerships	ODI & Endowment	Spring 2019

DIMENSION 5: INSTITUTIONAL INFRASTRUCTURE AND RESOURCES

Outcome: UMKC ensures diversity initiatives are actively reviewed supported and owned by the University community.

Action Item	Metric	Lead Unit/Dept	Target Date
Apply for HEED award	Submitted Application	ODI	Summer 2018
Develop strategy to strengthen collaboration with Diversity Office affiliates to enhance diversity recruitment and retention, professional development, and issues related to mistreatment	Developed Strategy	ODI & Affiliates	Summer 2018
Update diversity webpage	Submission of updates and made changes	ODI	Summer 2018
Develop a template to support and hold SOM depts. accountable for the implementation of D&I action items	Completed template	ODI	Summer 2018
Develop and implement a ODI mini symposium with SOM administrators to support their leadership with understanding D&I strategic initiatives, celebrate strengths, discuss opportunities, and address gaps	Completed symposium & satisfaction	ODI	Fall 2018 (Sep/Oct)
Provide an annual report that highlights D&I strengths and successes across the SOM by UMKC D&I Dimensions	Submitted Annual Report	ODI	Fall 2018 (Oct/Nov)
Develop and implement a plan to increase D&I funding to support office needs and scholarships for students	Submission of funding plan	ODI	Fall 2019