

Faculty Diversity Advisory Committee (FDAC) 2021 Annual Report

Co-Chairs: Celia Valenzuela, Sangeetha Murugapandian

With consideration to emphasis needed on equity and inclusion, changes in the FDAC bylaws were proposed and approved (change in wording is indicated in red):

The Faculty Diversity Advisory Committee (FDAC) is a standing committee which: 1) identifies strategies, tactics and priorities for improving faculty diversity and inclusivity at the COM; 2) assists in determining how to integrate diversity and inclusion, broadly defined, into everything we do at the college; 3) provides a line of communication between faculty and administration; and 4) supports development and implementation of programs related to diversity, equity, and inclusion that enhance faculty life (related to career development, mentoring, leadership, community outreach, etc.). The committee interacts closely with similar committees for students, staff and other groups. The FDAC is co-chaired by two of the members of the FDAC. The College of Medicine Deans for Faculty Development and Diversity, Equity and Inclusion serve as ex-officio members. The FDAC is comprised of 10 faculty members who will serve four-year terms. The FDAC will meet monthly. The work of the FDAC will be supported by the College of Medicine Offices of Faculty Affairs and Diversity, Equity and Inclusion.

Members must be on the faculty at the UA College of Medicine at the rank of Assistant, Associate or Full Professor. Additional individuals from staff/student diversity committees or the community may be invited to serve as liaisons on the FDAC. Membership should include representation from multiple departments and centers, all ranks and all tracks. It is expected that the committee will be diverse as defined by the COM Diversity Statement, and will include both UA employed and affiliate faculty.

Accomplishments over the past year include:

1. FDAC hosted the following BNGAP Conferences in 2021 and began planning for a third conference which was completed in January 2022. These conferences were held virtually. Participation in each conference was extended nationally.

- Academic Medicine Career Development - January 30, 2021
 - Faculty members from across COM-T were invited to speak. To foster inclusion and development of junior faculty, speakers were asked to select a junior faculty member to cofacilitate their presentations.
- Health Related Academic Career Development for College and Post-Bacc Training – September 25, 2021
 - In continuing our collaboration with SDAC and HDAC, medical students and residents were invited to serve as co-facilitators
- Leadership in Academic Medicine
 - Recruited key faculty in leadership roles at COM-T
 - Recruited national leaders, including Michael Moxely, MD (Association of Professors in Gynecology and Obstetrics, DEI Committee Chair) and Teresa Vigil, MD (AAMC Western Group on Student Affairs, Chair)

2. A networking event was held in May. With focus on creating an inclusive environment, this event centered on the formation of affinity groups for faculty, fellows and residents. Subsequent to this event, the following faculty/fellow/resident affinity groups were identified or created:

Women in Academic Medicine (WAM)

LatinX Healthcare Professionals Group

South Asia Affinity Group

MedPride

Christian Medical Dental (CMDA)

3. A second networking event was held in October. A panel of speakers, consisting of a group comprised of faculty and members of the Tucson community, led an informative discussion on cultural humility. Residents and fellows were invited to attend. This was completed in partnership with Banner, who helped fund a culturally diverse meal. DEI credit was offered for this event.

4. Supporting recognition of faculty and departmental contributions to advance diversity, equity and inclusion (DEI) at UACOMT, FDAC served as the selection committee for the DEI Individual and Departmental Awards. Given commitment to equity, a rubric was created for assessment of nominees.

5. FDAC members continued to support efforts in increasing recruitment of diverse faculty by participating on search committees. Many FDAC members additionally served as interviewers for applicants to the PMAP program, and participated in the GME First Look Event.