

ABSTRACT: 2014 ELAM Institutional Action Project Poster Symposium

Project Title: It's Possible: Magnifying Excellence in Healthcare Through the Lens of Diversity and Inclusion: Establishing the Texas Tech University Health Sciences Center (TTUHSC) Office of Diversity and Inclusion

Name and Institution: Kim Peck, M.D., TTUHSC School of Medicine

Collaborators: TTUHSC President, Tedd Mitchell, M.D., Deans and Diversity Representatives from the schools in TTUHSC and TTUHSC Office of Human Resources

Background, Challenge or Opportunity: For the past several years, TTUHSC has not had an institutional-level process for addressing diversity and inclusion (D&I) issues. Each of the schools represented at TTUHSC has independently worked toward their specific diversity goals, primarily driven by accreditation criteria. To date, there have not been collaborative efforts between schools to improve D&I, however, there is a prevailing sentiment that we could all benefit by working together to create an institutional culture and climate which values and promotes D&I. Each school has its own challenges to achieving optimal D&I, but there are many challenges that are common to all. Establishing a TTUHSC Office of Diversity and Inclusion will provide the opportunity and infrastructure to extend support and programs across individual school boundaries.

Purpose/Objectives: The purpose of the "It's Possible" Project is to establish an institutional level office with knowledgeable leadership to coordinate TTUHSC-wide diversity and inclusion initiatives. This office will assist all schools in attaining optimal D&I and successfully meeting accreditation D&I standards with a vision of creating a thriving climate and culture of D&I.

Methods/Approach: The initial proposal to TTUHSC President, Dr. Tedd Mitchell (fall 2013), regarding the need for increased institutional awareness and priority on D&I was met with careful consideration followed by approval of a general plan to establish the TTUHSC Office of Diversity and Inclusion in the fall of 2014. Assessment of current D&I activities and needs began through interviews with each school's Diversity Representative as well as TTUHSC Office of Human Resources. Next steps include convening the Strategic Planning Committee composed of representatives from each school, faculty, learners (students, residents, and fellows), and staff to begin the detailed planning and timeline for establishment of the Office. The subsequent strategic plan will serve to clarify the role that the Office of Diversity and Inclusion will fulfill at the institutional, school, and department levels in assisting with and coordinating D&I initiatives. One area that has been identified as a significant need from all schools is enhancement of the recruitment and retention of underrepresented groups in healthcare careers along with focused efforts in interdisciplinary learning opportunities. Specific change management plans will be developed to maximize communication throughout the implementation phase and engage key stakeholders in the process.

Outcomes and Evaluation Strategy: Evaluation of "It's Possible" will involve both quantitative (compositional diversity) and qualitative (development of institutional culture and climate valuing diversity and inclusion) outcomes and will vary in application across the timeline of development, establishment and implementation phases. Anticipated approaches will include interviews, surveys, focus groups, "pre" and "post" assessments and will be ongoing to identify trends over time.

"It's Possible"

Magnifying Excellence in Healthcare Through the Lens of Diversity and Inclusion



Establishing the Texas Tech University Health Sciences Center Office of Diversity and Inclusion

Kim Peck, M.D. Mentor: Steven Berk, M.D.

Collaborators: Tedd Mitchell, M.D., Steven Berk, M.D., Tom Tenner, PhD

Opportunity

For the past several years, TTUHSC has not had an institutional-level process for addressing diversity and inclusion (D&I) issues. Each school has its own challenges to achieving optimal D&I, but there are many challenges that are common to all. Establishing a TTUHSC Office of Diversity and Inclusion will provide the opportunity and infrastructure to extend support and programs across individual school boundaries. Enhancing institutional D&I will provide benefits in the educational and work environments, educational outcomes and ultimately produce healthcare providers with greater cultural awareness prepared to meet the needs of the diverse patient population.

Methods/Approach

Initial proposal to establish the TTUHSC Office of Diversity and Inclusion approved by TTUHSC President, Tedd Mitchell, M.D. – Fall 2013

Needs assessment initiated through interviews with Diversity Representatives from each of the TTUHSC schools – Fall 2013 and ongoing

Approval of Dr. Peck's role as TTUHSC Vice President of Diversity and Inclusion to assume oversight of the new TTUHSC Office of Diversity and Inclusion – February, 2014

General timeline approved for establishment of the Office of Diversity and Inclusion September 1, 2014

Provision of interim part-time office staff support and budget for limited travel for collaborative meetings pending approval of business plan proposal from Strategic Planning Committee – March 2014

Discussion

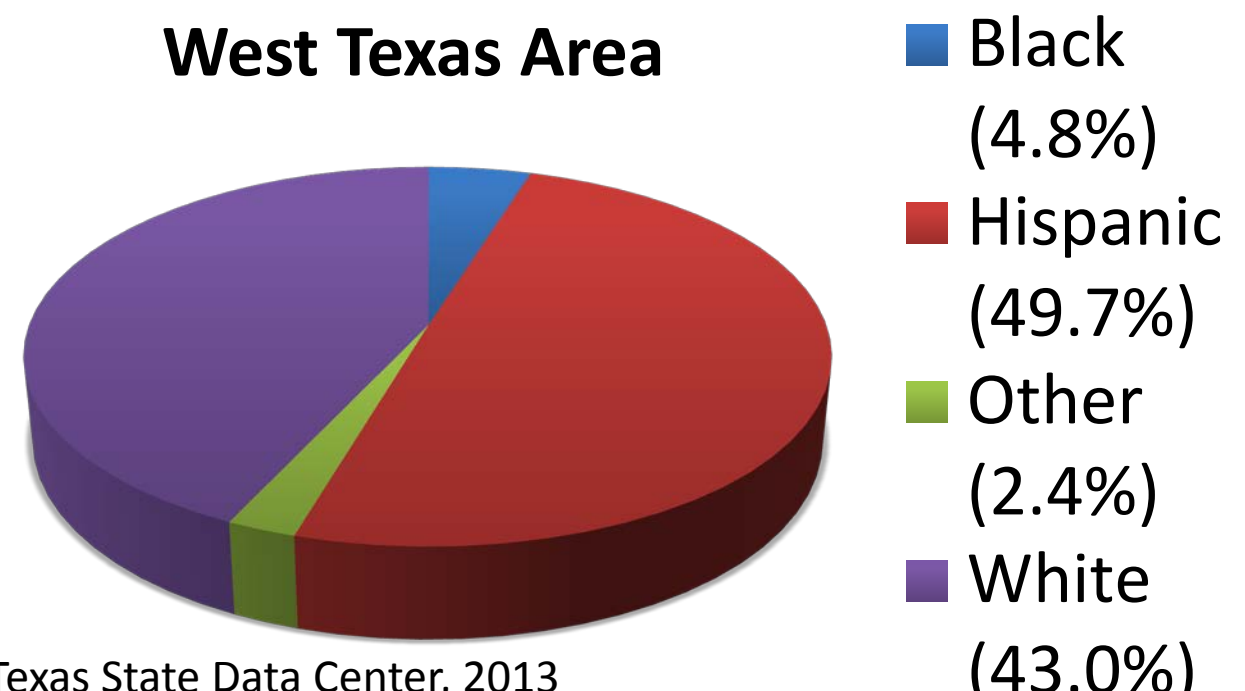
Interviews with Diversity Representatives from each school within TTUHSC have been completed, revealing current D&I activities, needs and goals. The Office of Diversity and Inclusion Strategic Planning Committee (School Diversity Reps, TTUHSC VP of HR, faculty, staff, and students) has been appointed and will begin work in April, 2014.

First steps:

- *collaboration with TTU Paul Foster School of Medicine Office of Diversity
- *constructing institutional D&I mission and vision statements aligning with TTUHSC mission and vision statements as well as the overall TTUHSC Strategic Plan
- *delineation of the role the TTUHSC Office of Diversity and Inclusion will have in the institution
- *Development of the business plan for the Office of Diversity and Inclusion
- *global needs assessment to include faculty, staff and learners to guide priorities
- *Texas Higher Education Coordinating Board Grant for Diversity and Inclusion proposal submitted April, 2014 – outcome pending
- *Dr. Peck participation in AAMC Healthcare Executive Diversity and Inclusion Certificate Program

Need

TTUHSC provides healthcare to the large, 108 county West Texas region and portions of Eastern New Mexico. This region includes rural, urban and suburban areas with a diverse population representing a wide range of cultural healthcare needs.



"It's Possible"	Responsible	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Strategic Planning Committee	Kim Peck	[Timeline bar from Apr to Apr]													
Working Groups	TBD	[Timeline bar from May to Apr]													
Visibility	TTUHSC Leadership	[Timeline bar from Jul to Apr]													
Office Opens	Kim Peck, Staff	[Timeline bar from Sep to Apr]													

Outcomes and Evaluation

Quantitative: compositional diversity: numbers of faculty, staff, learners from underrepresented in healthcare populations and retention over time

Qualitative: successful development of institutional culture and climate valuing diversity and inclusion as assessed by interviews, surveys, focus groups, pre and post evaluations

Evaluations will be ongoing to establish trends over time with continuous quality improvement

