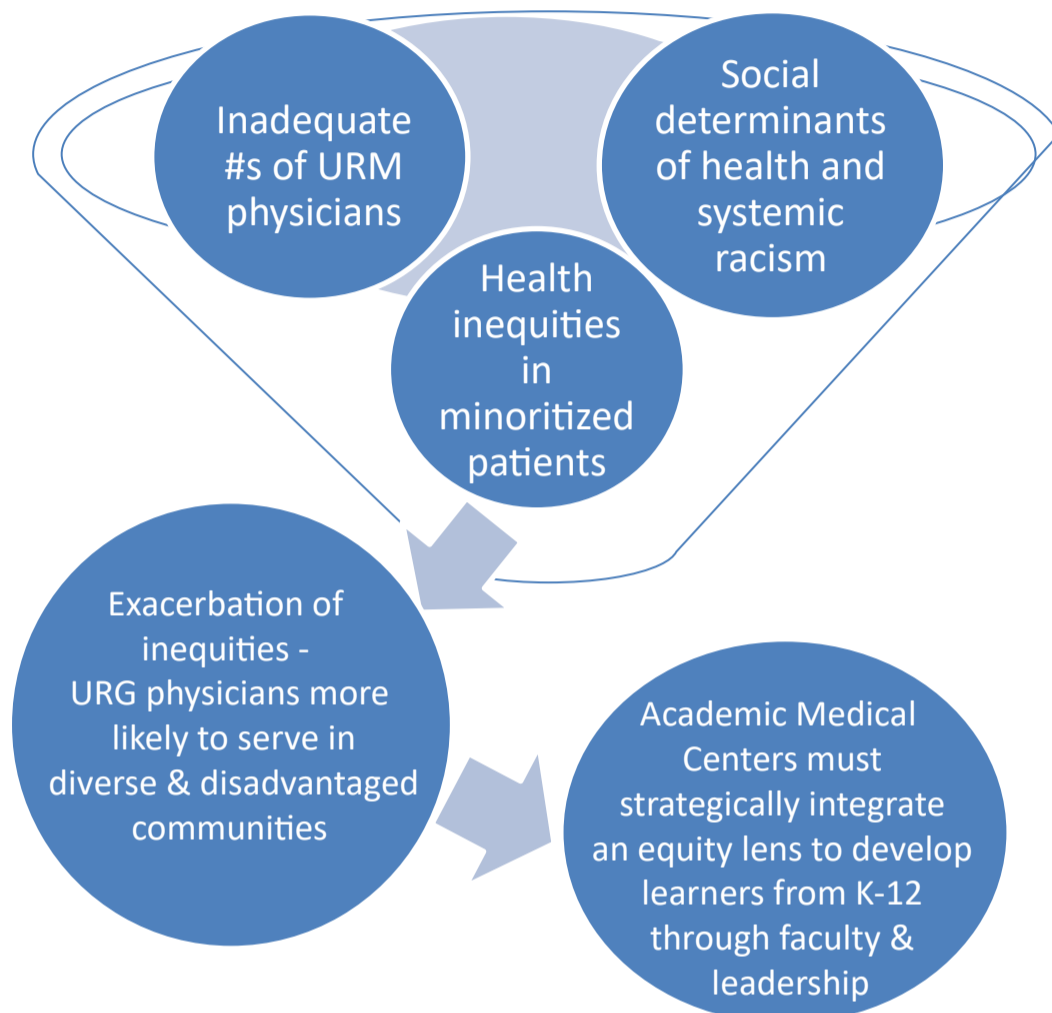


Takesha Cooper, MD, MS; University of California, Riverside School of Medicine

Mentors: Renee Navarro, MD, PharmD; Deborah Deas, MD, MPH

## Background & Significance



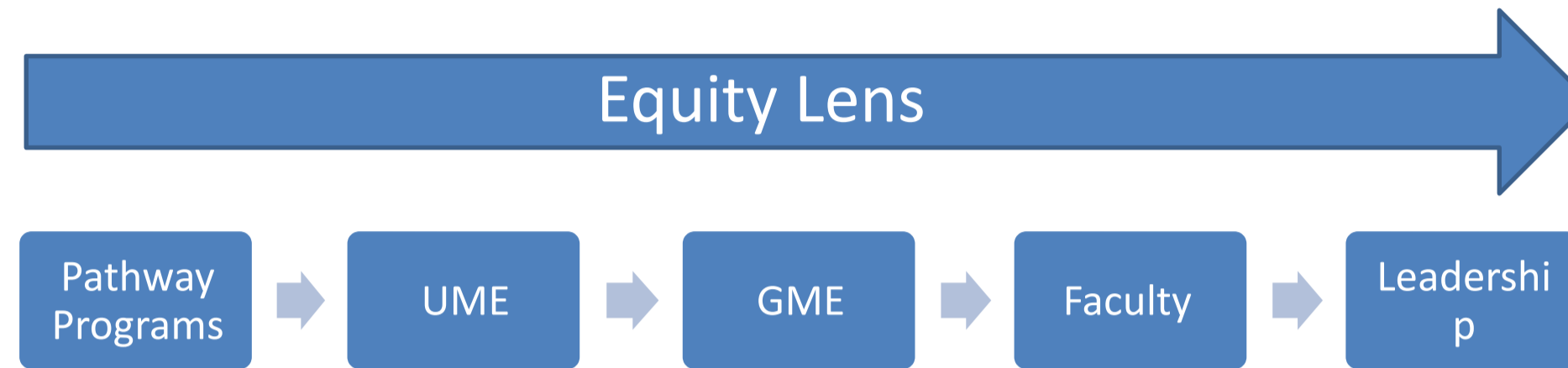
## Purpose/Objectives

1. In 2019, the **University of California (UC) Office of the President** convened a **Task Force** to determine **best practices** for improving DEI throughout the UC Health system out of which came the pivotal best practices document **“Disrupting the Status Quo.”**



2. As a member of the Task Force, **my IAP project** involves **implementing** some of these practices within UC Riverside School of Medicine with the ultimate **goal** of **increasing** diversity, equity and inclusion **at all** levels of the institution.

## Methods/Approach/Evaluation Strategy



### Pathway programs & Undergraduate Medical Education (UME):

- Work with **pathway programs** to support a 20% increase (by 2024) in the number of students from disadvantaged and URG who: apply to and complete pathway programs and go on to medical or graduate school and who stay to work in the community
- Strengthen partnership with diverse serving institutions and increase matriculants from **Community Colleges (CC)s, California State Univ (CSU), Historically Black College & Universities (HBCU), Hispanic Serving Institutions (HSI)s and Tribal Colleges and Universities (TCU)s**
- Increase the number of **need-based scholarships (UCRs Mission Awards)** for lower-income and mission-fit students from by 50% (currently at 33%)

### Graduate Medical Education (GME):

- Work with Program Directors such that 100% residency programs **track demographic data** with annual presentation to Department and Dean
- Chairs and Program Directors to develop **residency DEI plan** specific to each department
- 100% of GME programs to incorporate the **UCR GME Holistic Review Evaluation form**
- Implement a new **pre-faculty development program** for residents
- 100% Chairs to appoint **residency diversity champion** with administrative support

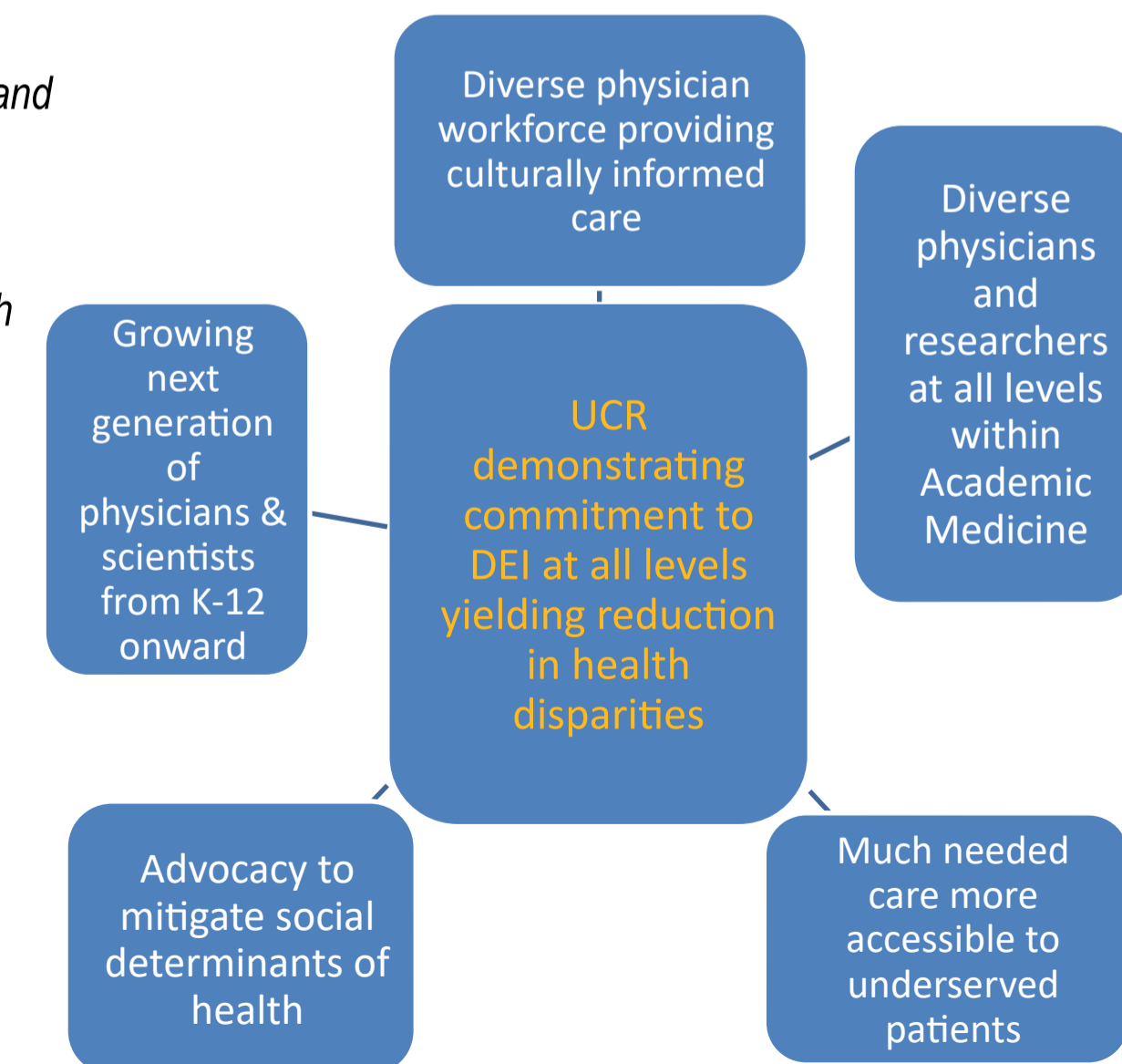
### Faculty/Leadership:

- 100% Dept chairs to have specific **goals of recruiting and retaining more underrepresented faculty** within departments
- Vice Chancellor/Dean **appointment** of DEI Dean
- Implementation of **Anti-racism Strategic Plan** – already approved at Dean’s Council (AY21-22)

## Outcomes/Results

- Building on our excellence in diversity: **#6 most diverse medical school** (from US News and World Report 2020), our ongoing goals of diversifying the workforce will be achieved by the aforementioned methods.
- **Holistic review** of residency applications is already underway with some programs showing **75% underrepresented students** matching into UCR residency programs.
- The resident **pre-faculty program** is in final stages of completion
- **100% department chairs** have completed diversity goals.

## Statement of Impact



## **Abstract: 2022 ELAM Institutional Action Project**

### **Project Title: Integrating DEI within the 4-fold mission at the UCR SOM**

*Using an equity lens to achieve diversity and inclusion from K-12 through medical school leadership*

**Name and Institution:** Takesha Cooper, MD, MS; University of California, Riverside School of Medicine

**Collaborators and Mentors:** Renee Navarro, MD, PharmD; Deborah Deas, MD, MPH

**Topic Category:** Administration, Education, Faculty Development, Research, Clinical

#### **Background, Significance of Project:**

Physicians from historically marginalized groups are underrepresented among physicians relative to both U.S. and patient demographics.<sup>1</sup> Health disparities exist between racial groups, resulting in adverse outcomes for minoritized patients with regard to life expectancy, mortality, morbidity, and even end-of-life care.<sup>2</sup> These health inequities are exacerbated by the shortage of underrepresented physicians who are more likely to serve in low income communities and often possess cultural concordance and shared language with their patients. To make a meaningful reduction in health inequities, academic medical centers must strategically integrate an equity lens that will develop learners from the K-12 level through faculty and leadership levels who are diverse and are committed to social justice and reducing health inequities. The University of California (UC) Health System aims to do this, as such in 2019, the UC Office of the President convened a Task Force to determine best practices for improving DEI throughout the UC Health system out of which came the pivotal best practices document “Disrupting the Status Quo.” As a member of the Task Force, my IAP project involves implementing some of these practices within UC Riverside School of Medicine with the ultimate goal of increasing diversity, equity and inclusion at all levels of the institution.

#### **Purpose/Objective:**

To expand DEI efforts by implementing an equity lens at the UME, GME, Faculty and Leadership levels by incorporating select recommendations from the 2019 UC Health Task Force “Disrupting the Status Quo” report.

#### **Methods/Approach/Evaluation Strategy**

Pathway programs & UME:

- Work with **Pathway programs** to support a 20% increase (by 2024) in the number of students from disadvantaged and URG who: apply to and complete pathway programs and go on to medical or graduate school and who stay to work in the community
- Strengthen partnership with diverse serving institutions and increase matriculants from **CCs, CSU, HBCU, HSIs and TCUs**

- Increase the number of **need-based scholarships (UCR Mission Awards)** for lower-income students and those from URGs to 50% (currently at 33%)

#### GME:

- Work with Program Directors such that 100% residency programs **track demographic data** with annual presentation to department and Dean
- Chairs and PDs to develop **residency DEI plan** specific to each department
- Incorporation by 100% GME programs of the UCR **GME Holistic Review** Evaluation form
- Implement a new **pre-faculty development program** for residents
- 100% Chairs to appoint **residency diversity champion** with support

#### Faculty/Leadership

- 100% Dept chairs have specific **goals of recruiting and retaining more underrepresented faculty** within departments
- Vice Chancellor/Dean appointment of DEI Dean
- (Completed AY21-22) **Anti-racism Strategic Plan** approved at Dean's Council by stakeholders

#### Outcomes/Results:

Building on our excellence in diversity (#6 most diverse medical school from US News and World Report 2020), our ongoing goals of diversifying the workforce will be achieved using the above strategies. Holistic review of residency applications is already underway with some programs showing 62.5% underrepresented students matching into UCR residency programs. The resident pre-faculty program is in final stages of completion and 100% department chairs have completed diversity goals.

#### Statement of Impact:

A diverse physician workforce makes needed care more accessible to patients who might otherwise be overlooked. By diversifying the physician workforce and developing physicians and researchers with cultural humility who will take action to help mitigate social determinants of health we will improve healthcare for all. We at UCR SOM are committed to elevating and teaching the next generation to fully value diversity, equity and inclusion for all, at all levels of the institution in support of the four-fold mission.

#### References:

1. <https://www.aamc.org/media/54681/download>
2. [https://www.ucop.edu/uc-health/\\_files/uc-health-sciences-diversity-taskforce-report.pdf](https://www.ucop.edu/uc-health/_files/uc-health-sciences-diversity-taskforce-report.pdf)