



LARNER COLLEGE OF MEDICINE

INCLUSIVE EXCELLENCE ACTION PLAN 2022-2027

Background

The mission of the UVM Larner College of Medicine at The University of Vermont is to educate a diverse group of dedicated physicians and biomedical scientists to serve across all the disciplines of medicine; to bring hope to patients by advancing medical knowledge through research; to integrate education and research to advance the quality and accessibility of patient care; and to engage with our communities to benefit Vermont and the world.

The Larner Office of Diversity, Equity and Inclusion (ODEI) leads, collaborates, educates, and supports all students, staff, and faculty in fostering a culture of inclusion and equity. Our work promotes health equity, social justice, and advocacy and contributes to the College's efforts to address the systemic barriers faced by the most vulnerable populations.

Inclusive Excellence Committee/Implementation Team Members

Name	Title	College/Division/Department/Unit
Richard L. Page, MD	Dean	Larner College of Medicine
Margaret Tandoh, MD, FACS	Associate Dean for Diversity, Equity and Inclusion	Larner College of Medicine/Office of the Dean
Tiffany Delaney, MA.Ed.	Director, Office of Diversity, Equity and Inclusion	Larner College of Medicine/Office of the Dean
Christa Zehle, MD	Senior Associate Dean for Medical Education	Larner College of Medicine/Office of the Dean
Rebecca Wilcox, MD	Dean for Faculty	Larner College of Medicine/Office of the Dean
Christopher Berger, PhD	Associate Dean for Undergraduate and Graduate Student Education & Postdoctoral Training	Larner College of Medicine/Office of the Dean Graduate College

Unit(s) within College, Division, Department or Unit

Departments

- Admissions
- Continuing Medical Education
- Dana Medical Library
- Faculty Affairs
- Information Technology
- Medical Communication
- Anesthesia
- Biochemistry
- Emergency Medicine
- Family Medicine
- Medicine
- Microbiology and Molecular Genetics
- Molecular Physiology and Biophysics
- Neurological Sciences
- Obstetrics, Gynecology and Reproductive Sciences



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- Orthopaedics and Rehabilitation
- Pathology and Laboratory Medicine
- Pediatrics
- Pharmacology
 - Psychiatry
 - Radiology
 - Surgery

Centers

- Area Health Education Centers (AHEC)
- Cancer Center
- Center on Aging
- Clinical Research Center
- Office of Clinical Trials Research
- Health Behavior Research Center
- Office of Health Promotion Research
- McClure Musculoskeletal Research Center
- Medical Cannabis Center for Research and Education
- Microscopy Imaging Center
- MRI Center for Biomedical Imaging
- Neuroscience Center (COBRE)
- The Translational Global Infectious Diseases Research Center (TGIR)

- Vaccine Testing Center
- Vermont Center for Children, Youth and Families
- Vermont Center for Immunology and Infectious Diseases (COBRE)
- Vermont Center on Behavior and Health (COBRE)
- Vermont Lung Center (COBRE)
- Institutes and Programs
- Cardiovascular Research Institute of Vermont
- Laboratory for Clinical Biochemistry Research
- UVM Integrative Health
- Program in Public Health
- The Vermont Breast Cancer Surveillance System
- Vermont Child Health Improvement Program (VCHIP)
- Vermont Leadership Education in Neurodevelopmental Disabilities (VT LEND)
- Vermont Oxford Network

Part 1 – Integrative Learning: Academic Success Goals and/or Co-Curricular Learning

Academic Success Goals – [Catamount Core](#)

S.M.A.R.T. Goal(s)

Goal	Responsible Group	Time Frame
Appoint Director of Social Medicine (<i>MEAR*</i> , <i>DACDEI*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education 	<ul style="list-style-type: none"> Spring 2023
Develop an antiracism and health equity competency designed with faculty, course directors, SJC, Director of Social Medicine and ODEI and include programmatic objectives (<i>MEAR*</i> , <i>DICE*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Medical Curriculum Committee Director of Social Medicine 	<ul style="list-style-type: none"> FY24 - on
Incorporate “Social Medicine Theme of the Week (SMTW)” as a required component of the curriculum and relate back to the course objectives (<i>MEAR*</i> , <i>DICE*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education Medical Curriculum Committee 	<ul style="list-style-type: none"> FY23 - on
Assess DEI-related competencies as part of VIC (<i>MEAR*</i> , <i>DICE*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education Medical Curriculum Committee 	<ul style="list-style-type: none"> FY24 - on

Co-Curricular Learning

Co-curricular activities are structured learning activities that complement the formal curriculum like research intensive experiences, internships and externships, global opportunities, and community involvement, including participation in many UVM Clubs.

S.M.A.R.T. Goal(s)

Goal	Responsible Group	Time Frame
Subsidize student leadership groups engaging in projects related to community involvement (<i>DICE*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> FY24 - on



Document all co-curricular community engagement and partnership activities led by students (<i>DICE*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> FY24 - on
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Part 2 – Recruitment and Retention

Demographic Headcount

S.M.A.R.T. Goal(s)

Goal	Responsible Group	Time Frame
Annually analyze demographic data for roles—faculty, staff, students (<i>MEAR*</i> , <i>DACDEI*</i> , <i>DICE*</i>)	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion Office for Faculty Graduate College 	<ul style="list-style-type: none"> Annual, Summer
Review and analyze <u>Campus Climate Survey</u> data for LCOM-specific data (<i>DACDEI*</i> , <i>DICE*</i>)	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> Spring 2023
Hire Data Manager in the Office for Faculty (<i>MEAR*</i> , <i>DACDEI*</i>)	<ul style="list-style-type: none"> Office for Faculty College of Medicine Technology Services 	<ul style="list-style-type: none"> Spring 2023
Present <u>Campus Climate Survey</u> and other DEI data at annual Town Hall (<i>MEAR*</i> , <i>DACDEI*</i> , <i>DICE*</i>)	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> Fall 2023 and ongoing
Launch <u>Visiting Student Elective Scholarship Program (VSESP)</u> programs for all LCOM residency programs (<i>DACDEI*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> Fall 2024
Develop and launch annual DEI virtual residency fair (<i>DACDEI*</i> , <i>V2025*</i>)	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> Spring 2023
Create medical student recruitment and retention plan (<i>DACDEI*</i> , <i>DICE*</i>)	<ul style="list-style-type: none"> Office of Medical Student Education Graduate College 	<ul style="list-style-type: none"> FY24
Collect and analyze data from Dean’s Medical Scholars Program	<ul style="list-style-type: none"> Office of Medical Student Education 	<ul style="list-style-type: none"> FY24



(DMSP), Dean’s Pathway Scholarship and Jumpstart the VIC <i>(DACDEI*, DICE*, V2025*)</i>	<ul style="list-style-type: none"> • Office of Diversity, Equity and Inclusion • Graduate College 	
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Part 3 – Professional and Faculty Development

Advising

[S.M.A.R.T. Goal\(s\)](#)

Goal	Responsible Group	Time Frame
Update Larner College of Medicine Faculty Handbook and Standards and Guidelines <i>(MEAR*, DACDEI*, DICE*)</i>	<ul style="list-style-type: none"> • Office for Faculty 	<ul style="list-style-type: none"> • FY23
Write proposal for Faculty Diversity Grant program <i>(DACDEI*)</i>	<ul style="list-style-type: none"> • Office of Diversity, Equity and Inclusion • Office for Faculty 	<ul style="list-style-type: none"> • FY24
Develop nomination process for national DEI faculty awards, including <u>ELAM</u> , <u>ELH</u> , <u>Herbert C. Nickens Faculty Fellowship</u> <i>(V2025*, MEAR*, DACDEI*, DICE*)</i>	<ul style="list-style-type: none"> • Office of Diversity, Equity and Inclusion • Office for Faculty 	<ul style="list-style-type: none"> • FY23
Enhance capacity for health equity research, including cataloging current initiatives and launch of comprehensive website <i>(V2025*, MEAR*, DACDEI*, DICE*)</i>	<ul style="list-style-type: none"> • Sr. Assoc. Dean for Research • Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> • FY24 - Ongoing
Achieve 80% affirmative (“yes”) for AAMC DICE* faculty inventory categories	<ul style="list-style-type: none"> • Office for Faculty • Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> • FY24 - Ongoing

Part 4 – Accessibility

Universal Design

“Universal Design is the design and composition of an environment so that it can be accessed, understood and used to the greatest extent possible by all people regardless of their age, size, ability or disability. An environment (or any building, product, or service in that environment) should be designed to meet the needs of all people who wish to use it. This is not a special requirement, for the benefit of only a minority of the population. It is a fundamental condition of good design. If an environment is accessible, usable, convenient and a pleasure to use, everyone benefits. By considering the diverse needs and abilities of all throughout the design process, universal design creates products, services and environments that meet peoples' needs. Simply put, universal design is good design” (What is Universal Design, 2020).

Physical Accessibility

[S.M.A.R.T. Goal\(s\)](#)

Goal	Responsible Group	Time Frame
Conduct annual professional development workshops on broad accessibility topics—digital, cognitive, motor, auditory, learning—for Larner College of Medicine	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> FY24 - Ongoing

Digital Accessibility

[S.M.A.R.T. Goal\(s\)](#)

Goal	Responsible Group	Time Frame
Conduct annual professional development workshops on broad accessibility topics—digital, cognitive, motor, auditory, learning—for Larner College of Medicine	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> FY24 - Ongoing

Cognitive Accessibility

[S.M.A.R.T. Goal\(s\)](#)

Goal	Responsible Group	Time Frame
Conduct annual professional development workshops on broad accessibility topics—	<ul style="list-style-type: none"> Office of Diversity, Equity and Inclusion 	<ul style="list-style-type: none"> FY24 - Ongoing



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digital, cognitive, motor, auditory, learning—for Larner College of Medicine		
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- *MEAR- Medical Education Anti-Racism Task Force recommendation
- *DICE – Diversity, Inclusion, Culture and Equity Inventory recommendation
- *DACDEI – Dean’s Advisory Committee on Diversity, Equity and Inclusion recommendation
- *V2025 – Vision 2025 – Larner College of Medicine Strategic Plan