



ATTENDING: Peggye Dilworth-Anderson, Laurel Files (taking notes), Tandra Hilliard, Karen Ho (phone), Delores McNair (phone), Jason Mose, Danielle Remmy, Lydia Stewart, Jasmine Stringer, LeVelton Thomas, Stephanie Wheeler

NOTES

DIVERSITY CHALLENGE

There was considerable discussion of various possibilities for diversity challenges, i.e., engaging students and faculty in very visible activities that highlight and increase inclusion among the diverse individuals and groups that comprise HPM. What emerged was for CoDI to initiate a **multicultural lunch**. Although details need to be worked out, the following elements were decided:

-  It was agreed that a Wednesday at noon might be the best day and time; a specific date and place are to be determined. *Laurel will follow up with this.*
-  Students will be “challenged” to invite an HPM student from a different cultural background to attend the lunch. *Julia and Jason may be able to provide a list of international students.*
-  The lunch will be potluck, and each student will be asked to bring a traditional food dish representing his/her culture. Recipes should be included (for those with allergies, and cultural preferences).
-  Faculty will also participate, but do not necessarily have to invite a student.
-  *We'll need some committee volunteers to follow up with organizing, “advertising,” etc.*

Such lunches could be scheduled maybe twice a semester, and this would also address one of the issues identified by the international student working group; (see below). Lydia noted that the SPH Global Health Committee does something similar, but it's a coffee hour; *Lydia will find out more information and share that with CoDI.*

It will be important to promote this activity so that students will want to institutionalize it. We can work with the leaders of HPM student groups, ask faculty to announce it in class, etc.

Another suggestion was to create a **CoDI bulletin board**. This could share a calendar of relevant events, including community events—ethnic festivals, faith related “diversity” activities, etc. *Laurel will see what space might be available, but we'll need one or two committee members to be responsible for keeping it up-to-date.*

CEEI-CoDI MEETING

Peggye reported that she had met with John Paul to discuss a joint meeting to address classroom issues related to diversity and inclusion. They decided to organize a meeting that will focus on inclusion related to students with disabilities. That meeting will take place at noon on **Wednesday, February 6th**. A specific focus raised by Jasmine had to do with students working in teams, and how to support students with learning disabilities who may not wish to identify a disability even though the disability may lead to dysfunctional team performance. Related suggestions included the department having an in-service for faculty, and including information on disability services at the August student orientations,

as well as providing such information in the general packet of information that students receive at interviews and again prior to beginning their studies.

INTERNATIONAL STUDENTS WORK GROUP

Jason reported on the meeting of international students that Julia had organized (November 26). Various issues were identified:

- The need to help international students to develop informal relationships with faculty members, which often is outside their “cultural comfort zone.”
- There is a similar need with regard to student-to-student relations.
- Not all faculty members have “international awareness,” and understand how much international students know—and don’t know (and need to know)—about the US health care system and other domestic situations.
- They would like to see:
 - More international examples in class
 - More global research opportunities that could benefit their own countries
 - More information about postgraduate career opportunities
 - More international faculty [or maybe more information about international activities of current faculty?].

This work group will continue to meet and, since it’s tied to CoDI, perhaps we can help with some of these needs. The planned multicultural lunches, for example, may begin to expand cultural comfort zones. *Peggye and Laurel will mention some of these needs when they report to the next Faculty Meeting.*