

# 2022-2023 Annual Report

Diversity, Equity, And Anti-Racism (DEAR)  
Council at Tufts University School of Medicine  
Dr. Ndidiamaka Amutah-Onukagha (Chair), Alessa Rosa (Co-  
Chair), Colleen Hughes (Staff Assistant), and Pamela Chan  
(Intern)

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- Race and Racism Speaker Series
- Creating opportunities for small group meetings and discussions
- Student Climate Subcommittee... bring back ProjectConnect
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## 2022-2023 ANNUAL REPORT Diversity, Equity, and Anti-Racism (DEAR) Council

### OVERVIEW

The Tufts University School of Medicine Graduate Programs DEAR Council continues to provide oversight of the detailed plan to ensure compositional diversity in students, faculty and staff, provide a climate of inclusion to all, and educate cultural competency and understanding of social determinants of health and health inequities in the curriculum.

### LOGISTICS

#### Meeting Dates

Executive Leadership held 2 more meetings than in the previous academic year to allow increased organization and planning for Council-wide meetings and various events held each month.

Executive Leadership	August 23 <sup>rd</sup> , 2022; October 2 <sup>nd</sup> , 2022; November 8 <sup>th</sup> , 2022; December 5 <sup>th</sup> , 2022; January 3 <sup>rd</sup> , 2023; February 7 <sup>th</sup> , 2023; March 7 <sup>th</sup> , 2023; April 4 <sup>th</sup> , 2023; May 2 <sup>nd</sup> , 2023
Full Council	September 13 <sup>th</sup> , 2022; October 11 <sup>th</sup> , 2022; November 8 <sup>th</sup> , 2022; December 13 <sup>th</sup> , 2022; January 10 <sup>th</sup> , 2023; February 14 <sup>th</sup> , 2023; March 14 <sup>th</sup> , 2023; April 11 <sup>th</sup> , 2023; May 9 <sup>th</sup> , 2023

#### Member Roster

This year, we saw a 9% increase in membership from the 2021-2022 roster of 45 members to 50 members in 2022-2023, with a high level of retention of former members, including many that have been on DEAR Council for 2+ years.

2022-2023 Full Roster	Nndiamaka Amutah-Onukagha (Chair), Madison Thorpe (Previous Co-Chair), Alessa Rosa (Co-Chair), Pamela Chan (Intern), Jessica Ronan (Previous Staff Assistant), Colleen Hughes (Staff Assistant), Samia Ali, Sutiluck Boonsrisart, Beth Buyea, Alexandra Calder, John Castellot, Mercedes Colangelo, Josh Cooper, Lauren E. Corlin, Kim D. Dao, Lurn P. Davidson, Haili Dunbar, Angel Fuentes, Katya Garza, Hailey Lorraine Greenstone, Grace Hajinazarian, Rosemary Hilliard, Armani Johnson-Crews, Amreen K. Kanwal, Deborah Kim, Abha A. Kulkarni, Angela Ting-Ting Lu, Maria Majid, Caroline Mitchell, Vanessa J. Nicholson, Natalie O’Neal, Fernando F. Ona, Carolena Othman, Rudolph Neustadt, Dana Norwood, Jennifer Parent-Nichols, Ruchi Patel, Sonia Pollock, Anjana Ranjit, Ruchi S. Raval, Beth Rosenberg, Margie Skeer, Kenya Velez, Roseanne Washington, Helen Williams, Jordan I. Wood, Lauren E. Wong, Allison Yantz
Returning	Nndiamaka Amutah-Onukagha (Chair), Madison Thorpe (Previous Co-Chair), Alessa Rosa (Co-Chair), Pamela Chan (Intern), Jessica Ronan (Previous Staff Assistant), Beth Buyea, John Castellot, Mercedes Colangelo, Josh Cooper, Kim D. Dao, Lurn P. Davidson, Haili Dunbar, Grace Hajinazarian, Rosemary Hilliard, Abha A. Kulkarni, Caroline Mitchell, Vanessa J. Nicholson, Natalie O’Neal, Fernando F. Ona, Carolena Othman, Rudolph Neustadt, Dana Norwood,

	Jennifer Parent-Nichols, Anjana Ranjit, Beth Rosenberg, Margie Skeer, Roseanne Washington, Helen Williams, Jordan I. Wood, Lauren E. Wong, Allison Yantz.
New	Colleen Hughes (Staff Assistant), Samia Ali, Sutiluck Boonsrisart, Alexandra Calder, Lauren E. Corlin, Angel Fuentes, Katya Garza, Hailey Lorraine Greenstone, Armani Johnson-Crews, Amreen K. Kanwal, Deborah Kim, Angela Ting-Ting Lu, Maria Majid, Ruchi Patel, Sonia Pollock, Ruchi S. Raval, Kenya Velez.

## ORGANIZATION OF SUBCOMMITTEES

### 1. Student Climate Subcommittee

- Chair(s): Alessa Rosa (Chair), Colleen Hughes (Staff Assistant) Jessica Ronan (Former Staff Assistant), Pamela Chan (Intern), Jennifer Parent-Nichols (Faculty Rep)
- Members: Abha Kulkarni, Lauren Wong, Alexandria Calder, Amreen Kanwal, Angela Lu, Carolena Othman Katya Garza, Kenya Velez, Maria Majid, Sonia Pollock, Sutiluck Boonsrisart, Ana Flores-Sierra, Donna Urbano, Frankee Cooper, Kamilah Lamhaouar, Melissa Peterson, Nathaniel Haller, Shanna King, Hailey Greenstone, Rudolph Neustadt, Nicole Tommasi, Calvin Tran, Ruchi Patel, Muhammad Fazili
- Mission: Promote a diverse and inclusive learning community where students are supported to explore issues of diversity personally and learn from other.
- Vision: A safe, supportive, and inclusive environment for every member of our community.
- Responsibilities/Goals:
  - 1) Develop partnerships with key stakeholders including the Associate Director for Diversity and Inclusion Education for the Tufts University Health Sciences Campuses as well as Student Senate leadership. Share survey data to assess campus climate and student experiences.
  - 2) If data on climate does not currently exist, generate an annual campus climate survey. In conjunction with the Tufts School of Medicine Graduate Programs Diversity Committee, address issues that surface in the campus climate survey and participate in the development of action plans in response.
  - 3) Consider trainings that could be beneficial to the faculty, staff and students of the department to promote cultural competence. Training requests will be communicated to the Office of Diversity and Inclusion Justice & Equity in Practice utilizing the Inclusive Community Feedback and Meeting forms and working with the Associate Director for Diversity and Inclusion Education for the Tufts University Health Science Campuses.
  - 4) Make reports on committee progress to Tufts University School of Medicine Graduate Programs Dear Council.

### 2. Faculty/Staff Subcommittee

- Co-chairs: Alessa Rosa (Chair), Linda Hudson (Lead), Colleen Hughes (Staff Assistant), Jessica Ronan (Former Staff Assistant)
- Members: Alessa Rosa, Allison Yantz, Beth Buyea, Fernando Ona, Haili Dunbar, Helen Williams, Janet Walton, Jessica Ronan, John Castellot, Kim Dao, Kimberly Dong, Laura Corlin, Madison Thorpe, Mercedes Colangelo, Natalie O'Neal, Nina Ashford, Rosanne Washington, Rosemary Hillard, Sabrina Kurtz-Rossi, DJ Tybor, Josh Cooper, Armani Johnson-Crews
- Mission: Create and institutionalize an environment and pedagogy designed to build capacity for faculty and staff and all members of the TUSM Graduate Programs community to be explicit in identifying critical issues influencing equitable health outcomes including racism, genderism, homophobia, political, economic, and social determinants of health, in all teaching and learning environments. We intend to assure all members of the faculty and staff community will have the skills, knowledge, and competencies to create teaching and learning environments reflecting our shared core values of equity, justice, transparency and anti-racism. We intend to assure the centering of the student perspective in all our work, as part of their academic experience, as we prepare them to be professionals in the public health and professional degree workforce.
- Vision: A sustainable, open, and reflective environment where faculty and staff are prepared to lead by example, confident in their ability to be transparent, fully engaged in the challenging process of addressing inequities brought about by historical legacy of oppression and marginalization across several domains including race/ethnicity, gender, and physical abilities; (students well prepared and equipped to interact and collaborate with a diversity of populations).
- Responsibilities/Goals:
  - 1) Gather data (e.g. qualitative and quantitative) from constituent TUSM Graduate Programs groups designed to identify specific areas for of professional development; build upon prior data gathered from the faculty self-assessment (FY 2018) on preparation to teach and interact with students on issues of critical importance (e.g. micro-aggressions, inclusive teaching practices) and available student data e.g. exit interviews. We will be intentional about including adjunct faculty within both online and on-campus environments.
  - 2) Annual review of issues emerging from course evaluations.
  - 3) Explore issues/concerns from Student Senate, Office of Student services, Faculty reviews.
  - 4) Collaborate with alumni association leadership to ascertain their perceived level of preparedness, post academics, to be effective public health leaders around these critical issues.
  - 5) Explore expertise and resources both within (e.g. CELT, TUSM Associate Director for EDI, Other Affinity leadership groups) and outside of the university (e.g. Essential Partners).
  - 6) Tailor training, specific content, and methodology in alignment with identified needs, including, but not limited to, the use of:
  - 7) Identify areas for institutionalization of our core values and expectations of faculty regarding professional development, including but not limited to: statements in syllabi, course evaluations, creation an active repository of reference materials-library.

MAIN AREAS OF FOCUS

Hosting Events and Programming

This was an educational and edifying year of events across Tufts University School of Medicine, as we managed both virtual and in-person environments. DEAR Council was able to schedule and host/co-host two separate Microaggression Trainings and seven events for the hybrid-virtual Race & Racism event series, inviting several speakers and creators to share their unique knowledge, perspectives, and crafts. This year, DEAR Council was also able to provide the DEI Onboarding event for faculty and staff, which will become an annual event from its inception in the prior year.

Building Community Through DEI Annual Onboarding Event

The first iteration of the event took place July 16 and with the goal to introduce new faculty and staff to the DEI work already underway at Tufts and to allow new members to meet one another and connect through small discussions.

Race and Racism Event Series

This year, DEAR Council successfully held the most Race and Racism Speaker Series hybrid events - those with both in-person and remote options available to attendees - since the start of remote programming due to the COVID-19 pandemic in 2020. Moving forward, we have made an active effort to get a head-start on brainstorming and planning events for the upcoming academic semester/year through Qualtrics surveys, brainstorming additional sources of funding, fostering connections with other Tufts organizations, and maintaining positive relationships with speakers.

Date	Speaker/Event	Title/Topic	Attendee Count
09/2022	Chase T.M. Anderson, MD	"Indigenous Health: Past, Present, and Future Physically, Mentally, Emotionally, and Spiritually "	185
10/2022	Jeff Lafata-Hernandez	"Ableism & Empowering People for Inclusive Communities (EPIC)"	*postponed due to speaker emergency
11/2022	Alex Broadbent, BA (Hons), MPhil, PhD	"Was Lockdown Racist?"	38
12/2022	Jade Jia Wing Wu, BBA	"Having Patience for your Multilingual Patients"	25
01/2023	Hai Ly, LICSW	"Systems of Oppression within Healthcare: A Social Work Perspective"	20
02/2023	M.O.T.H.E.R. Lab	"Aftershock" Documentary Screening	50
03/2023	Jeff Lafata-Hernandez	"Ableism & Empowering People for Inclusive Communities (EPIC)"	153
04/2023	Rudy Hypolite, Malik Williams, Coach Dennis Wilson, Donald Osgood Sr., Bev Mayo	"This Ain't Normal" Documentary Screening	65

Speaker Event Recap Highlights from 2022-2023:

For the first time in DEAR Council History, (other than an unexpected speaker emergency that led to postponement in October) DEAR Council was able to prepare and host an event that was accessible to all staff, faculty, and students for every month in the academic calendar this year.

This year, we also began posting recaps for Speaker Events on the DEAR Council website to allow additional reflection and event information accessibility to audiences, post-event:

- Jade Jia Wing Wu, BBA: "Having Patience for your Multilingual Patients" - <https://sites.tufts.edu/dear/having-patience-for-your-multilingual-patients/>
- Hai Ly, LICSW: "Systems of Oppression within Healthcare: A Social Work Perspective" - <https://sites.tufts.edu/dear/systems-of-oppression-within-healthcare-a-social-work-perspective/>

Microaggression Trainings: "There's Nothing Minor About Microaggressions"

The Student Climate Subcommittee met monthly to create and realize materials necessary to successfully execute trainings geared toward educating students and provide them with tools such as definitions, language, and strategies that assist with identifying and dealing with microaggressions.

Although the training was created for students, materials were adapted to training faculty in the Doctor of Physical Therapy Programs upon request.

Frequently Discussed/Promoted Topics and Initiatives at Council-wide Meetings:

- Anti-Racism Council Committee (ARC)
- Joint Council on Equity, Diversity, and Inclusion (JCEDI)
- DEI's "Unpacking Whiteness" and "Radical Healing" trainings
- BRIM (Bias Reduction in Medicine) trainings
- DEIJ (Diversity, Equity, Inclusion, and Justice) Information at Tufts: <https://medicine.tufts.edu/about/school-medicine/diversity-equity-inclusion>

MAJOR SUCCESSES: DEAR Council Academic Year 2022-2023

STUDENT CLIMATE SUBCOMITTEE	
Microaggression Trainings: "There's Nothing Minor About Microaggressions"	Prior to offering trainings, staff and student members of the subcommittee conducted individual research on microaggression and collaborated to create two, 3-part, uniquely relatable cases with guided questions for participants to work through with trained facilitators during events. Before and after events, participants were asked to complete pre- and post-training self-assessments to provide us with metrics and feedback regarding achieving the goals we had set, as well as improving the training series for the future. After the post-assessment survey is completed, individuals receive informational materials from the training and a list of additional resources.

<p>Objectives</p>	<p>DEAR Council Microaggression training events were run for 90 minutes total— beginning with introductions and an informational presentation, followed by Case Studies in small groups (remote breakout rooms) led by volunteer facilitators using a Discussion Guide, and ending with coming back together as a group for open discussion.</p> <ol style="list-style-type: none"> <li>1. Introduce participants to microaggressions and provide necessary vocabulary.</li> <li>2. Better understand the impact that microaggressions have on the recipients and on the learning environment at large.</li> <li>3. Be able to identify instances of microaggression and what are the perspectives at play (recipient, source, bystander).</li> <li>4. Feel prepared to address microaggressions utilizing the Triangle Model: ACTION, ASSIST, and ARISE by naming specific strategies.</li> <li>5. Have the confidence to commit to taking action if ever in the positions of being a bystander.</li> </ol>
<p>Staff Facilitators</p>	<p>Pamela Chan, Jessica Ronan, Alessa Rosa</p>
<p>Student Facilitators</p>	<p>Katya Garza, Maria Majid, Rudolph Neudstadt, Ariella Wagner</p>
<p>Logistics</p>	<p>Two sessions were held virtually, one for DPT-Phoenix students and one for DPT-Boston students. There had been a Tufts School of Medicine Graduate Programs-wide in-person training that has been postponed, but will resume next academic year and be made available, once, again, to students of all programs.</p>
<p>Student Participation</p>	<p>DPT-Phoenix: 67 students DPT-Boston: 79 students</p>
<p>Student Feedback</p>	<p>Overall, students reported a positive experience with the training.</p> <p>On a Lichert scale, the level of confidence students reported post event in identifying and responding to microaggressions increased.</p> <p>View the full reports with the anonymous self-assessment results:</p> <ul style="list-style-type: none"> <li>• <a href="#">Before training</a></li> <li>• <a href="#">Post training</a></li> </ul>
<p>Increased Student Member Involvement: Student Representatives</p>	<p>This year, we re-introduced Student Representative positions per program, and selected the following students from their respective programs who applied to take on more leadership responsibility in DEAR Council:</p> <p>Katya Garza (MBS), Maria Majid (MBS), Ruchi Patel (MPH)</p>



FACULTY/STAFF SUBCOMITTEE	
Building Community Through DEI Annual Onboarding Event	From its inception and initiation last academic year, DEAR Council has made Building Community Through DEI Training an ongoing, annual event. The training is designed to orient, inform, and educate new Faculty/Staff members on the goals, vision, and mission of DEAR Council. Specifically, a PowerPoint slide set was created that includes pertinent details regarding the aforementioned information. Then small group activities allowed for community building and discussion.
Participation	20
Feedback	Overall, participants reported an extremely positive experience and asked for more opportunities like this one to build community.  <a href="#">View The Full Report</a>
Impact on Curriculums and Students	DEAR Council Faculty have continued their commitment to the following goals in promoting positive impact on curriculums and students across TUSM Graduate Programs:  1. Revise curriculum/course content: Changed readings, added content, identified past discipline transgressions, created anti-racism competency, identified ways in which skills learned in course can assist with creating change.  2. Create opportunities in class to discuss current events: Acknowledged and invited discussion at beginning of class, created discussion board options for pre or post class comments.  3. Develop student training responding to racism witnessed in clinical practice.
Specific Trainings and Self-directed Learning Experiences	Unpacking Whiteness, Radical Healing, Anti-Racist Teaching conference, Academics for Black Survival conference, Kirwan Institute: Implicit Bias Training Modules (osu.edu), book groups, independent reading.
General Accomplishments & Participation	Participated in TUSM, PHPD or professional organization task forces/committees, attended PHCM/DEAR/TUSM-sponsored speaker series/workshops, attended Tufts or other schools' sponsored lectures/webinars.

SPECIFIC & INDIVIDUAL RECOGNITION

Individual  
Accomplishments

Dr. Ndidiyama Amutah-Onukagha (Chair) continued her success in the Center for Black Maternal Health & Reproductive Justice. For more information, visit the center's [website](#).

Alessa Rosa (Co-Chair) seamlessly transitioned to Co-Chair of DEAR Council this year, following Madison Thorpe's departure, and admirably led DEAR Council alongside Dr. Ndidiyama Amutah-Onukagha.

Alessa Rosa (Co-Chair) also re-vamped the DEAR Council website (<https://sites.tufts.edu/dear/>), with the help of Pamela Chan (Intern) for idea input. Also, at Alessa established an official DEAR Council e-mail address: [DEAR@tufts.edu](mailto:DEAR@tufts.edu) to streamline and increase communication organization.

Jessica Ronan (Former Staff Assistant) played an integral role on the executive team by managing budget, helping lead Council-wide and subcommittees' meetings, and assisting with event planning. She also worked with Colleen Hughes (Staff Assistant) to allow Colleen's smooth transitioning into the Staff Assistant role as Jess took on her new, exciting role as an Admissions Counselor.

Through Pamela Chan's (Intern) proposal, DEAR Council was able to re-instate selected Student Representative members from various graduate programs to allow increased student member responsibilities and leadership engagement while general council membership remained open to all students.

Natalie O'Neal featured on APTA's magazine for Native American Heritage Month in November, "[Physical Therapy for Native American Populations](#)," which highlights her community-based work.

The planning group for our trainings, "There's Nothing Minor about Microaggressions," included: Alessa Rosa, Jessica Ronan, Pamela Chan, Maria Majid, Angela Lu, Katya Garza, and Nicole Tommasi.

General Highlights

The Microaggression Trainings: "There's Nothing Minor About Microaggressions" student facilitators volunteered additional time outside of their expected DEAR Council student member responsibilities to run and ensure success of DEAR Council Microaggression training sessions.

This year, DEAR Council was able to hold two hybrid (in-person and remotely accessible) documentary screening events that included live panelists that worked on and/or were in the films to answer questions from attendees during the discussion portions.

With the help of the MBS Program (for Dr. Chase T.M. Anderson and "This Ain't Normal" speaker events), as well as DPT-Bos and DPT-Phx (for the microaggression trainings), DEAR Council had the highest number of program-mandated event attendance

	commitments in one academic year. This type of commitment has been integral in increasing engagement and providing students with opportunities to learn about and get involved with DEIJ through DEAR Council efforts.
Identification of Funding for Special Activities	<p>Funding for the Race &amp; Racism events came from the following sources/groups:</p> <ul style="list-style-type: none"> <li>• Tufts University School of Medicine Graduate Programs</li> <li>• Bridging Differences Grant (Pamela Chan, Intern, MBS '22)</li> <li>• MBS Program</li> </ul>

NEXT STEPS: Academic Year 2023-2024

- Reconnecting with the DEI Office and new Vice Provost of Diversity  
With major transitions that took place in the DEI Office that halted collaboration and support. It would behoove us to reconnect and form strong bonds with the DEI Office so that we can expand on opportunities in the coming year.
- Race & Racism Event Series  
We will be resuming the series in September 2023. There have been suggestions generated for speakers to reach out to, and we are anticipating more feedback from Qualtrics surveys. We aim to focus on finding speakers that have expertise in and can adequately address/educate on topics that expand beyond those we have covered in previous years. We hope that, with the feedback we receive, we can tailor these events to what interests and logistically suits those in the Tufts University School of Medicine Graduate Programs community to further increase outreach and attendance.
- Creating opportunities for student small group meetings and discussions  
We will also be resuming DEAR Council Microaggression Trainings Fall 2023 and expect to continue expanding upon it, based on the experiences that students had with it this year, and the feedback we received regarding what adjustments they think would greatly benefit the project experience from a participant standpoint.
- Student Climate Subcommittee... bring back ProjectConnect  
ProjectConnect provides a proven roadmap to help reduce loneliness at schools through building positive relationships quickly in small groups. We refrained from running a second year of ProjectConnect as Tufts was planning to run a school-wide program. However, it's unclear to know if TUSM schools participated, therefore, we would like to reinstate the program for TUSMGP students so that we can make sure the program is meeting our students' needs.
- Faculty/Staff Subcommittee: Subgroups Goals and Work  
The faculty-staff subcommittee has prioritized two initiatives that we want to revisit in the next year.
  1. Planning for second round of Community Building Through DEI
    - To be held in early fall
  2. Search Committee Guidelines for Increase Diversity
    - Looking to hone in on the problem: lack of consistency of the hiring process and are reaching out to individual departments to see what their processes are.