

Dear Faculty, Staff and Students,

The Midwestern University Five Step *Call to Action* Program is designed to bring greater awareness and education on the impact of racial inequity within the society and in health care education is an important initiative. This past week we have continued to focus on meaningful next steps in the listening, learning and sharing. This Evening Update is sharing the progress we are making in all of our endeavors to increase Midwestern University's commitment to sustainable programs supporting diversity, inclusion, respect, and growth.

Call to Action -Step One: Listening

- As of today, Friday, June 26, 2020, most of our Colleges and many of our support departments, such as Business Services, Financial Aid, Communications, Admissions, and Alumni Relations have conducted dialogue and listening sessions over the past week with the faculty, staff and students. Feedback from these meetings has been shared with the entire University Response Team over the past week, and the suggestions emulating from these productive listening sessions have been very meaningful. Our academic deans and managers have attentively heard concerns, new ideas and opportunities for Midwestern University to be more inclusive as an academic community. My sincere thanks for everyone's honest feedback and enthusiastic participation.
- Dialogue and listening sessions will continue at the College and Departmental levels as plans get formulated; open communication is always welcomed and encouraged.

Call to Action - Step Two: Colleges and Departmental Committees

- Most of our colleges and departments have established multiple task forces to focus on concrete ways to identify and dispel racism and bias through new training and development programs, improvements to new student orientation sessions, and new community health clinical rotations. Other college committees are focused on a careful review of their curriculums, and research programs. We have hundreds of student and faculty volunteers assisting us as we expanding admissions outreach and community service opportunities. Members of these task forces include students, faculty and staff members within the departments.
- As of today, over 55% of our faculty and staff have participated the Bias Training this past week. This educational program highlights how a person's bias can impact the workplace and personal interaction with colleagues and students, it is available online and you are encouraged to participate in this training that can be found on the Midwestern University CARS Employee Portal, in Everfi.

Call to Action -Step Three: Research Grants

- The new Research Grant program, "**Improving Health Care Delivery and Reducing Health Care Disparities in Underserved Minority Communities**", will provide up to \$10,000 per award. Two awards per campus will be available (up to four total Midwestern University research grant awards), to support projects led by Midwestern

University faculty and student researchers. These funds are not reducing intramural funding for any college. The purpose of this program is to:

- Foster new and emerging creative research ideas centered around improving health care delivery for underserved minorities and/or eliminating health care disparities among racial and ethnic minority populations;
- Proposals that impact healthcare disparities as a long-term goal by enhancing representation of minorities in the healthcare provider community, and/or changes to healthcare educational programs as a short-term target will be considered under this mechanism;
- Lay the groundwork for intellectually innovative research into health of minority populations beyond current educational programs and screenings; and
- Grants will be awarded to proposals that show promise for advancing Black and African-American and other minority populations and involve student work.
- Please visit the ORSP website to obtain further details.

Call to Action -Step Four: Policy Review

- The Policy Review Task Force met this past week to prioritize what policies will be reviewed over the next few months. Serving on this Task Force are the Co-Chairs of the University Committee on Diversity and Inclusion. All policies will be reviewed to ensure unbiased, inclusive language and fairness in all statements, documents and communication.

Call to Action - Step Five: Scholarship Fund

- Midwestern University leadership has collected \$77,000 thus far toward the Diversity Student Scholarship Program. The first scholarships will be awarded beginning Winter Quarter 2020. Guidelines, a selection process, and an application process are being developed.
- Many donors are first time donors to Midwestern University, and we are grateful for their support.
- The Black Student Alliance, working with faculty advisor, Dr. Lendell Richardson, is planning a fundraiser to contribute to this scholarship. We appreciate their support.

New Program: MWU Bias, Discrimination, or Harassment Incident/Concern Reporting System

- Midwestern University is committed to the highest standards of ethics, honesty, integrity and compliance with all applicable federal and state laws and regulations. Further, we believe that faculty, staff, and students should have the opportunity to confidentially/anonymously ask questions or voice concerns about workplace and University issues to further our goals and mission of maintaining a safe and equitable campus community environment.

- Midwestern University has launched a new online reporting system that will allow for the reporting of incidents or concerns relating, but not limited to, equal opportunity, discrimination, harassment, campus climate and bias, human resources issues, and student conduct issues.
- The new reporting form is found on the Midwestern University Home Page, and the link is on every footer on Midwestern University Web Page. It is also located in the Current Student page under the Resources Section, and Faculty and Staff page is also found in the Resources Section.

Our long-term journey has begun. The dialogue and listening sessions will continue as we come together as a community that remains committed to our mission of health care education and caring for all people. Please be mindful of the fact that, unfortunately, we are still in the midst of a global pandemic, and as of today have four positive COVID-19 cases among our faculty and staff, and two additional student cases on the Glendale campus as we see the overall number of cases is on the rise in Arizona. We cannot lose sight of the importance of all of our previous steps, including wearing a mask/cloth face covering in public, adhering to proper social distance measures, and avoiding large gatherings.

We need to work together to remain safe and healthy.

Be well.

Dr. G.