

Dear Faculty, Staff and Students,

As a campus community, we continue to face many challenges, responsibilities and choices. We are challenged by the news that the number of COVID-19 cases continue to grow in the State of Arizona and sixteen other states around the country; our responsibilities increase as we implement new health protocols and we are facing tough choices as to how we prepare for our fall classes. This past week we learned of three positive cases of COVID-19 among faculty and staff on the Glendale campus and one positive case among students on the Glendale campus. Anyone in contact with a member of our community that tested positive has already been notified to self-quarantine. Our Downers Grove campus has not had a positive case in the past week.

All incoming and returning students will be learning online as well as on campus. Our classrooms have new configurations, our laboratories contain plexiglass dividers and the directional signage is found in every building and in the classrooms. Everyone on campus will be wearing a face mask and social distancing in all our facilities. Things will look different when students return, but what does not change is the commitment to every student's education. We are looking forward to having our students return to campus.

This evening I would like to share with you the many steps that Midwestern University has taken in the implementation of our Five Step Plans to bring greater awareness and racial diversity and inclusion on our campuses.

Step One: Listening Sessions

- All colleges and departments have held one or more listening sessions. We have heard from students, faculty and staff regarding their concerns, experiences and ideas. We have wonderful recommendations that will help us shape the future of Midwestern University.

Step Two: College and Departmental Task Forces and Subcommittees:

- Colleges have established Task Forces to bring greater understanding and diversity to the colleges by engaging faculty, staff and students in reviewing key areas such as curriculum, admissions, service and outreach. In addition, many colleges and department have participated in bias awareness and special programs such as book club, webinars and educational programs such as "Cultivating Diversity and Inclusion in Medical Education."
- Service departments have also established many task forces and significant steps are being taken in departments including Admissions, Development Alumni Relations, Business Services, Student Financial Aid, Clinic Finance, Information Technology and Student Services.

Step Three: Research Grants

- Applications are encouraged by all faculty and students to participate in the opportunity to help us reach out to improve the delivery of health care in underserved communities.

Step Four: Policy Committee

- The Policy Committee has met a number of times to review our current policies to assure equity, inclusion and equal treatment for everyone. Policies that are being reviewed, include Patient Rights, Code of Conduct, Anti-harassment and Non-Discrimination. In conjunction with the Faculty Diversity and Inclusion Committee, a new section of the Midwestern University website is being planned along with new educational programs focused on awareness, diversity and cultural competence.

Step Five: Diversity Scholarship Fund

- Our new Diversity Scholarship has over \$78,000 donated in the past month from administration, faculty and staff, and new pledges have been received in the past week. I am very grateful to all of you who have participated in this new Diversity Scholarship Fund.

We are committed to bringing greater awareness and diversity and inclusion to Midwestern University. New student organizations are being formed. The Dental students joined the Hispanic Dental Association and began their own Chapter, the College of Veterinary Medicine will start a Chapter in the Broad Spectrum in Veterinary Student Association, and the Chicago College of Osteopathic Medicine, Student Government Student Association, is appointing a Student Equity Liaison. All of these efforts are designed to bring greater awareness in all the health professions. I am pleased to see much progress as we work together to make Midwestern University home to all.

Please have a good weekend and remember to take care of yourself and family. You all have play an important role as we care for our students and each other.

Be well.

Dr. G.