2015 ADEA Diversity Workshop Series

Setting the Standard for Diversity and Accreditation

October 28, 2015
Now Accepting Requests For ADEA Holistic Review Workshops

For more information on implementing holistic review, please visit adea.org/HolisticReview
“A journey of a thousand miles begins with one step.”

- Laozi
Join Us!
2016 ADEA Annual Session & Exhibition

Sunday, March 13, 2016

Summer Medical and Dental Education Program Session
4:00 – 5:00 p.m.

Celebrating Diversity in Dentistry Reception
5:30 – 6:30 p.m.
“No vision and you perish,
No ideal and you are lost,
Your heart must ever cherish,
Some faith at any cost.
Some hope, some dream to cling to,
Some rainbow in the sky.
Some melody to sing to,
Some service that is high!”

-Harriet Du Autremont
Call For Nominations
ADEA Student Diversity Leadership Program

Learn More!
adea.org/sdlp
“Genius is one percent inspiration, ninety-nine percent perspiration.”

- Thomas Edison
SAVE THE DATE!
2016 ADEA Annual Session & Exhibition
March 12–15, 2016
Denver, CO
Why now?

Why work towards setting the standard for diversity and accreditation?
Drivers for a renewed focus

• Changes in our nation’s demographic composition.

• Underrepresentation of minority groups within the oral healthcare work force.

• Need for oral healthcare professionals to provide quality, culturally competent care to their patients.


*Missing Persons: Minorities in the Health Professions. 2004.*
The Importance of Diversity in Academic Dentistry

Increases access to high-quality oral health care services

Broadens the research agenda

Advances cultural competence

Supports institutional excellence

Enhances education along the continuum
Valuing diversity must be meaningfully integrated into each component of dental education’s tripartite mission.
Our objectives:

• Articulate the importance of diversity & inclusion in a variety of ways (e.g., educational benefits, business case and social justice frameworks) that fit the dental institution’s purpose/mission. *[CODA Standard 1.1]*

• Use curricula developments to address curriculum/classroom diversity. *[CODA Standard 1.4]*
Our objectives:

- Identify institutional programming to address CODA’s dimensions of diversity for students, faculty, and staff. [*CODA Standard 1.4*]

- Develop a process for documenting the educational benefits of diversity related to institutional effectiveness & institutional climate for diversity. [*CODA Standard 1.4*]
Today’s agenda:

I. Leadership & the Mission-Driven Diversity Plan
II. Getting Started – Using a logic model to describe & assess your institution’s climate
III. Small Group Activity
IV. Speed Learning
V. Working Session
VI. Wrap-up & Adjourn
VII. Reception
Up next:

Dr. Charles Alexander, Associate Vice Provost for Student Diversity, UCLA and

Dr. Margaret B. Wilson, Associate Dean for Student Affairs, East Carolina University School of Dental Medicine
“How-to” Diversity Planning
Data, Data, Data, Data!!
Environmental-Scan: Assessment & Evaluation
Questions to consider:
• Who is leading the charge?
• How will they “shepherd the process”?
• What is the timetable?
• What is needed at your specific school (How will you know?)
• What are your action steps?
• What is your #1 priority?
• Who is needed on your team?
• How will you know you are successful?
Identify 1-policy/practice at your school
SWOT
STRENGTHS
WEAKNESSES
OPPORTUNITIES
THREATS
Questions to consider:
• Who is leading the charge?
• How will you “shepherd the process”?
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Speed Learning: Exemplary Practices for Maximum Value & Sustainability
Developing an Action Plan for Success
## Diversity in Dentistry Action Plan Template

**Functional Area:** Office of Diversity

### Why? (Anticipated Outcome)
- **Academic Dental Institution Priority**
- **Strategy (verb) + (area of focus) + target population**
- **Activities**
  - A2.
  - A3.
  - A4.
  - A5.

### What? (Bold Idea)

### Who? (Accountability)
- **Responsible Person(s)**
- **Key Collaborators / Stakeholders**

### When? (Timeline)
- **Completion Time Frame**
  - Project Length: Within X weeks
  - Project Start: Date (semester/term)

<table>
<thead>
<tr>
<th>Phase</th>
<th>Milestone Date</th>
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<tbody>
<tr>
<td>Planning (define &amp; measure)</td>
<td></td>
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<tr>
<td>Execution (analyze &amp; improve/ design)</td>
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### How? (Human, Technology, Facilities, & Financial Assets)

### Results? (How we know we are successful)

| Key Performance Indicators (KPIs) | |
|----------------------------------| |
ACCOUNTABILITY PARTNERS

11.13: Check-in #1
12.18: Check-in #2
1.29: Check-in #3
Wrap-Up
Stay inspired...
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