

Key ADEA Access, Diversity and Inclusion Initiatives and Activities

2019-2022 ADEA Strategic Directions

Goal 2: Develop and sustain an inclusive environment in which faculty, students and administrators work together to create the future of dental education in an increasingly diverse and interconnected world.

ADEA Office of Access, Diversity and Inclusion

Vision: *The ADEA Office of Access, Diversity and Inclusion (ADI) endeavors to partner with ADEA membership, strategic partners, and the healthcare community to advance access, diversity, inclusion, equity, and the well-being of all constituencies as priorities in the promotion of dental education and the improvement of oral health for our nation and global citizens.*

Mission: *The ADEA ADI portfolio is dedicated to promoting supportive dental education environments that embrace differences, foster equity and inclusion for students (dental and allied), residents, fellows, staff, faculty and administrators at ADEA member institutions and for its constituencies. ADEA's commitment to inclusive excellence is demonstrated through programming, meetings, developing initiatives and resources, raising awareness, and our strategic partnerships. ADI strives to ensure that success, access, cultural competence and inclusion are an integral part of dental education and ADEA's voice as a leader in health professions' education.*

ADEA Releases ADEA Faculty Diversity Toolkit and Facilitator's Guide

ADEA published the [ADEA Faculty Diversity Toolkit \(ADEA FDT\)](#), which provides an overview of best practices, strategies and model programs that postsecondary institutions have used to improve the recruitment and retention of historically underrepresented and marginalized faculty. Dedicated to esteemed dental education colleagues, Dr. Jeanne Sinkford and Dr. Leo Rouse, the *ADEA FDT* assists dental schools and allied dental education programs in evaluating and designing programs to improve their faculty diversity recruitment and retention efforts. It is the product of extensive collaboration between ADEA members and staff.

With an online presence and a print edition, the *ADEA FDT* is a seminal resource for diverse faculty recruitment and retention and a monumental step for dental education and the profession as a whole. It aspires to not only help ADEA members and member institutions create and maintain humanistic and inclusive environments on their campuses, but also to serve as a model for other health professions.

The accompanying [ADEA FDT Facilitator's Guide \(Facilitator's Guide\)](#) serves as a comprehensive, easy-to-use manual to assist dental schools and allied dental education programs in assessing and reviewing their policies and practices to recruit and retain diverse faculty. It also includes a template and information to help dental schools and allied dental programs develop faculty recruitment and retention plans specific to their campuses.

ADEA Checklist to Promote Diversity, Equity and Inclusion

The ADEA Access, Diversity and Inclusion team worked with the ADEA Diversity and Inclusion Advisory Committee and the ADEA Collaborative on Dental Education Climate Assessment to create a checklist to advance dental education diversity strategic efforts. This checklist assists ADEA dental schools and allied dental programs with evaluating and developing strategies to improve campus diversity, equity and inclusion. The checklist was developed using best practices from the literature on diversity/inclusion and draws on model diversity programs used to promote inclusive excellence in higher education and health professions education.

ADEA Offers Webinar on New Title IX Federal Regulations

In May 2020, U.S. Secretary of Education released new Title IX regulations—the first since 1975. Title IX is a U.S. federal law that states “no person in the United States should be discriminated against on the basis of sex in any educational programs or activities that receive federal funding.” The Department’s new regulations made substantial changes to Title IX enforcement, requiring compliance within a very short timeframe, which has resulted in much contention and debate within higher education.

To help ADEA members better understand and successfully navigate these important changes, the Office of Access, Diversity and Inclusion and the Office of Advocacy and Government Relation staff partnered with ADEA members to present the webinar, *The New Title IX Regulations and the #MeToo Movement in Dental Education*, on June 1 focused on the potential impact of the new Title IX regulations on dental education and other higher education communities.

ADEA Shows Its Support for Black Lives Matter and Anti-Racism Movements

In response to the anti-racism and Black Lives Matter movements, ADEA issued several public statements in solidarity with these movements and in support of affected members, including:

- ADEA CEO/President Statement, “Learning and Growing Together in Rocky Times,”
- ADEA Supported the American Council on Education Letter to President Trump denouncing Executive Order 13950,
- [ADEA Statement on the National Crisis](#),
- ADEA CEO/President Statement: “Be the Change,”
- [ADEA Statement Reaffirming Commitment to Inclusive Excellence](#),
- ADEA Council of Student, Residents and Fellows, the Student National Dental Association and the American Student Dental Association’s joint statement to students, “Standing in Solidarity” and
- [ADEA Statement in Support of Diversity, Equity and Inclusion Workplace Training](#).

ADEA Leadership Institute Goes Virtual in 2020

The ADEA Leadership Institute is designed to develop the most promising individuals at academic institutions to become future leaders in dental and higher education. Phase I took place virtually June 23–26, 2020. Over this four-day segment of the yearlong program, theories of leadership, life-balance, well-being and resilience were discussed. The cohort of 30 Fellows also participated in negotiation exercises and individual and group coaching activities. Feedback about pivoting to an online format due to COVID-19 was unanimously positive.

ADEA Emerging Leaders Virtual Symposium

The Fellows of the 2019 ADEA Emerging Leaders program presented the results of their peer group projects in a virtual symposium on April 23, 2020. The presentations, which typically occur during the ADEA Annual Session & Exhibition in March, focused on the work that they

have been conducting since the class first met in July 2019 in Washington, D.C. This year's program included 42 Fellows from 26 different ADEA member dental schools, dental hygiene education programs, and hospital programs.

The 2020 ADEA Emerging Leaders Program was postponed until April 2021 due to COVID-19. The program is a highly interactive program that provides early-career faculty with guidance, insight and skills needed to continue to build their academic careers. Registration for the 2021 program will open in the fall.

The Summer Health Professions Education Program (SHPEP)

The Summer Health Professions Education Program (SHPEP) is a free six-week academic enrichment program for rising college sophomores and juniors interested in the health professions. Formerly, the Summer Medical Dental Education Program, ADEA became a partner in the initiative in 2006. SHPEP focuses on improving access to information with a goal of strengthening the academic proficiency and career development of students underrepresented in the health professions to prepare them for a successful application and matriculation to health professions schools. Students in the program include, but are not limited to, individuals who identify as African American/Black, American Indian and Alaska Native and Hispanic/Latino, and who are from communities of socioeconomic and educational disadvantage. Applicants also demonstrate an interest in issues affecting underserved populations.

(SHPEP) awarded funding to 12 program site grantees for 2020-2021: Columbia University; Howard University; Rutgers, The State University of New York; University of Alabama at Birmingham; University of California Los Angeles and Charles R. Drew University; University of Florida, University of Iowa; University of Louisville; University of Nebraska; University of Texas Health Science Center at Houston; University of Washington; Western University of Health Sciences. Each site hosts 80 historically underrepresented students each summer. SHPEP is funded by a generous grant from the Robert Wood Johnson Foundation. AAMC and ADEA staff the SHPEP National Program Office.

ADEA Initiates Collaborative on Dental Education Climate Assessment (CDECA)

In December 2019, Karen P. West, D.M.D., M.P.H., ADEA President and CEO, created the ADEA Collaborative on Dental Education Climate Assessment (CDECA) to explore the feasibility of an ADEA-led climate assessment for all U.S. and Canadian dental schools and allied dental education programs. Through this collaboration, ADEA Access, Diversity, and Inclusion (ADI) team worked closely with the ADEA Diversity and Inclusion Advisory Committee (DIAC) and six independent researchers from Member Institutions to explore the potential need for a dental education-wide climate assessment. The study included data collected from six surveys and two sets of focus groups between January and August 2020 to provide solid and comprehensive empirical, evidence-based on past activities related to climate studies, a future ADEA-led joint climate study and the effects of how the current COVID-19 crisis and especially the Black Lives Matter movement impacted the cultural climate for all members of our communities and climate related activities.

Based on the recommendations of the 2020 ADEA CDECA Climate Study Report, ADEA posted in December 2020 a request for proposals to hire an external climate survey consultant group to administer and analyze a dental education-wide climate assessment in 2021 and ensure there are representatives from the ADEA Office of Access, Diversity and Inclusion, ADEA, CDECA, ADEA DIAC and the ADEA Office of Policy and Education Research to work with the consultant group to conduct the survey and develop plans for dissemination.

In addition, ADEA CDECA is also working on articles and presentations from data gathered from the climate assessment feasibility study's surveys and focus groups.

ADEA Diversity and Inclusion Workshop: Tapestry Table I

On Oct. 28, 2020, ADEA held the *Diversity and Inclusion Workshop: ADEA Tapestry Table* with special guest Dominique Jackson, star of the television series, *POSE*. Pre-webinar attendance was extremely strong, with more than 500 registrants.

ADEA Offers Fall Meetings Diversity Plenary Session

The Fall Meetings plenary session, *The Impact of Intersectionality and Social Justice on Health Equity*, occurred on Oct. 29, 2020. The successful plenary session was viewed by the Fall Meeting attendees and is now online for ADEA members to view for Continuing Education credits.

The presentation covered the impact of intersectionality and social justice on health equity within our nation. The presenters also discussed different barriers and opportunities for improving health equity for our most vulnerable populations. The guest speakers reviewed how other health professions educators address intersectionality and social justice as part of health equity.

ADEA Welcomes the 2020 Enid A. Neidle Scholar-in-Residence

In March 2020, Deepthy Nair, B.D.S., M.S., Clinical Assistant Professor in the Division of Clinical Dentistry and Oral and Maxillofacial Surgery Service at the University of Detroit Mercy School of Dentistry, was selected as the ADEA 2020 Enid A. Neidle Scholar-in-Residence.

Dr. Nair's research project focuses on career development for junior women faculty in dental schools of North America. It examines a cross-country study of the efficacy of available resources and faculty development initiatives. She will present her research during the February 2021 ADEA Women Liaison Business Meeting.

ADEA Presents at National Dental Association Annual Convention

On July 9, 2020, ADEA CEO and President Karen P. West, D.M.D., M.P.H., ADEA Chief Diversity Officer Sonya Smith, Ed.D., J.D., and ADEA Director of Inclusive Programs and Services Kelli Johnson, J.D., gave a presentation on *The Impact of COVID-19 and Black Lives Matter on Dental Education* for the National Dental Association's Annual Convention: National Dental Association Minority Faculty and Administrators Virtual Forum.

ADEA Commissions HURE Student Report Update

As part of ADEA's commitment to diversity and inclusion within dental education and the dental workforce, the ADEA CEO and President Karen P. West, D.M.D., M.P.H., has commissioned a report on the pathways, challenges and opportunities to increase the recruitment, retention and graduation of historically underrepresented racial/ethnic (HURE) students at U.S. dental schools. Additionally, the report will examine best practices and model programs aimed at increasing HURE students, particularly men of color in dental education. ADEA ADI is also partnering with the ADEA Office of Policy and Education Research to complete a policy brief on historically underrepresented men of color at U.S. dental schools.

The ADEA Offices of Access, Diversity and Inclusion and Educational Pathways are working jointly to develop the report with the Office of Policy and Educational Research. A call to action

and recommendations for addressing and developing programs and outreach to increase racial/ethnic diversity within U.S. dental schools will be included.

ADEA Diversity, Equity and Inclusion Staff Advisory Committee

In an effort to develop and foster a more welcoming, diverse and inclusive environment for ADEA staff, ADEA CEO and President Karen P. West, D.M.D., M.P.H., created the ADEA Diversity, Equity and Inclusion Staff Advisory Committee in September 2020. Angelo Lee, M.Ed., ADEA Senior Director of Access, Diversity and Inclusion and Audra Franks Johnson, M.T.A., CMP, CAE, ADEA Senior Director for Meetings, Conferences and Educational Technology, were identified to serve as the inaugural co-chairs of this staff-wide committee.

Health Equity Presentation Highlights - ADEA Office of Access, Diversity and Inclusion

- West, K., Smith, S.G., & Gray, T. Intersectionality, Health Equity, and Social Justice. University of Louisville Dental School. Oct. 5, 2020.
- Smith, S.G., Jackson, D., Perez, H., Walker, D., Bruett, C. Supporting LGBTQIA+ Health Equity. 2020 ADEA Diversity and Inclusion Workshop – Tapestry Table 1. Oct. 28, 2020.
- Smith, S.G., Gray, T., DeWitty, V. P., & Greenhill, L. The Impact of Intersectionality and Social Justice on Health Equity. ADEA Fall Meetings Plenary. Oct. 29, 2020.
- Sonya G. Smith. *When Hate Is A Crime: Creating an Inclusive and Safe Environment on Campus*. Association of American Veterinary Medical Colleges Annual Meeting. Hyatt Regency Capitol Hill. Washington, DC. March 7, 2020.
- Sonya G. Smith. Guarding Against Hate and Bias: Strategies for Creating More Inclusive and Safe Campus Environments. 2019 ADEA Diversity and Inclusion Workshop, October 2019. Portland, OR.
- Sonya G. Smith. ADEA Access, Diversity and Inclusion Portfolio. National Association of Diversity Officers in Higher Education Health Professions Chapter Meeting, November 2019. Washington, DC.

ADEA Out and Safe Webinar Series

The third installment of the *Out and Safe* series promoted methods for cultivating a safe, welcoming and inclusive workplace, *Supporting LGBTQ Faculty and Staff in Dental Education*, which was developed in partnership with the Office of Access, Diversity and Inclusion and the Gay-Straight Alliance Section.

ADEA Initiates Partnership With National Society for High School Scholars and Tallo

In March 2020, ADEA signed a one-year contract with the National Society for High School Scholars (NSHSS) and Tallo, an online platform to connect students with scholarships, internships, jobs and more. Both organizations expand ADEA's reach of the target audience of high school and college students.

For the 2020 ADEA GoDental Virtual Fair, ADEA messaged members of NSHSS and Tallo users. The Tallo campaign was sent to 167,166 Tallo users. Of that group, 58,589 users opened the message. The campaign generated over 8,000 clicks to the ADEA links and from a metrics standpoint, ADEA's campaign was above average on both open and click rates, with a 34.7% open (18% national average) and a 2.8% click rate (2.2% national average). The NSHSS campaign was sent to over 495,000 emails and generated a 16% unique open rate.

ADEA Academic Career Fellowship Program

The 2019–20 ADEA Academic Dental Careers Fellowship Program, which connects dental students with faculty mentors to provide students insight into the day-to-day life of a faculty educator or researcher, concluded in March 2020. A total of 156 student fellows from 24 institutions participated, up from 139 students in 2019.

ADEA Council of Students, Residents and Fellows & ADEA Chapters

- On Oct. 8, 2020, as a member of the Consortium of Dental Student Organizations, ADEA Council of Students, Residents and Fellows (COSRF) co-sponsored a webinar entitled, *Implicit Bias in the Dental and Allied Dental Student Experience*, which had a 52.3% viewership total (387 of the 740 registrants). This is the first-ever event co-sponsored in collaboration with the ADEA COSRF, the American Student Dental Association, the Student National Dental Association, the Hispanic Dental Association and the Society of American Indian Dentists.
- On Oct. 27, 2020, ADEA COSRF executed the inaugural ADEA COSRF Allied Dental Student Virtual Open House, which was led and organized by student leaders from the ADEA Chapters at Pacific University and Eastern Washington University. During the event, students discussed ways in which allied programs can start ADEA chapters at their respective institutions.
- On Oct. 29-30, 2020, the ADEA COSRF Admin Board executed the first-ever, two-day virtual ADEA Fall Meetings agenda for COSRF.
- On Nov. 24, 2020, in collaboration with ADEA staff, the ADEA COSRF Admin Board participated in the ADEA Connect *Ask Me Anything* event which featured Ryan Quock, D.D.S., ADEA Chair of the Board. Dr. Quock answered questions from students related to the theme of *The Future of Dental Education*.
- On Dec. 1, 2020, ADEA COSRF leaders submitted their groundbreaking proposal for their Mentor-Mentee program, which seeks approval to begin in Spring 2021. The ADEA leadership team will review the students' proposal in December 2020.

ADEA Access, Diversity and Inclusion Framework 1-1

The [ADEA Access, Diversity and Inclusion \(ADI\) Strategic Framework 1-1](#) is a new and important resource that informs ADEA's work and the activities of ADEA members in the areas of diversity and inclusion, serving as a guide and reference. It is designed to be applied broadly to support and assist in fostering inclusive excellence in dental education. Sample uses by member institutions and programs include: driving strategic planning in the areas of diversity and cultural competency; furthering the dialogue around inclusive environments; and a “visual checklist” that may be cross-walked against active programs and activities to ensure that current programs and initiatives at member institutions are fully inclusive.

The **2019 ADEA Diversity and Inclusion Workshop** (D&I) was held October 23, 2019, in Portland, Oregon immediately preceding the 2019 ADEA Fall Meetings. With the largest attendance ever at an ADEA D&I Workshop, the 2019 workshop theme was “Creating a Climate of Inclusiveness,” and the primary goal was to provide dental school and allied dental administrators, faculty and staff with tools and strategies to promote and understand the roles that access, diversity, inclusion, equity and well-being play in promoting a humanistic environment within dental education. ADEA members from the U.S. and Canada led sessions that engaged participants of shared best practices and perspectives for building and supporting an inclusive environment to recruit and retain diverse talent. Session topics and content included: identifying how diversity and inclusion practices are impacted by generational

differences, an update on the development of the Faculty Diversity Toolkit; advancement of women in academic dentistry; and strategies for recruiting and supporting underrepresented and marginalized faculty including underrepresented minorities, women and LGBTQIA+ faculty.

Students also participated in the workshop this year. Additionally, the inaugural Diversity and Inclusion Poster Presentation reception was introduced as a part of the 2019 Diversity and Inclusion Workshop and allowed faculty and students to present their research to workshop attendees. Lastly, we introduced two interactive engagement activities this year including a diversity and inclusion case study and a group D&I activities set in OSCI style.

The National Association of Diversity Officers in Higher Education Health Professions Chapter (NADOHE HPC) Inaugural Meeting

On November 15, 2019, ADEA Access, Diversity and Inclusion staff worked with Dr. Dennis Mitchell, Vice Provost for Faculty Advancement at Columbia; Co-Chair of ADEA DIAC, and Board member for NADOHE; Dr. Mekbib Gameda, Vice President for Diversity and Inclusion at Eastern Virginia Medical School; President of NADOHE HPC, and Dr. Richard A. Silas, Chief Diversity Officer at Des Moines University Health Sciences and NADOHE Board member, to host and launch the inaugural meeting of the National Organization of Diversity Officers in Higher Education Health Professions Chapter (NADOHE HPC). NADOHE is an organization founded in 2003 to provide a forum for discussion of national standards and other issues related to diversity and inclusion in higher education. The first ever HPC meeting focused on the continued challenges faced by most health professions around the relatively low numbers of students entering these professions from historically underrepresented groups. Dr. Karen P. West, ADEA President and CEO, greeted the nearly 50 attendees, and Dr. Sonya Gyjuan Smith, ADEA Chief Diversity Officer, provided an overview of ADEA's strategic diversity and inclusion initiatives.

ADEA was **featured in the January/February 2020 issue of the *Insight into Diversity* magazine** focusing on dental and nursing schools. Highlighted for the multiple pathways that ADEA provides to support diversity in dental education, Dennis A. Mitchell, DDS, MPH, Vice Provost for Faculty Advancement at Columbia University and Co-Chair of ADEA DIAC; Sonya G. Smith, EdD, JD, ADEA Chief Diversity Officer; and Rosa Chaviano-Moran, DMD, FICD, Associate Dean for Admissions at Rutgers School of Dental Medicine and Chair of the ADEA Gay-Straight Alliance, were interviewed for the article. Featured in the magazine were also Sharon M. Gordon, DDS, PhD, former Dean of the University of Connecticut; Sarandeep Huja, DDS, PhD, Dean of the Medical University of South Carolina College of Dental Medicine; Nadeem Karimbux DMD, Dean of the Tufts University School of Dental Medicine and Stan Constantino, MA, the Assistant Dean of Admissions, Student Life and Diversity at the University of Pacific, Arthur A. Dugoni School of Dentistry. In the issue, ADEA also congratulated the 2019 dental school Higher Health Excellence Higher Education in Diversity (HEED) national award winners: Columbia University College of Dental Medicine, University of Florida College of Dentistry and the University of Rochester School of Medicine and Dentistry. Please see pages 10, 12, 42 and 59 of the [Insight into Diversity magazine January/February 2020 issue](#).