

Faculty Development Summit

April 26, 2024

Sponsored by the School of Medicine
Office of Faculty Development

Faculty Development Awards

Andrea Cedefeldt, M.D.
Associate Dean for Faculty Development



The Sharon Anderson Award for Excellence in Faculty Development



2024 Recipient



Lainie Yarris, M.D., M.C.R.

Professor and Vice Chair for Faculty Development
Department of Emergency Medicine

Future Faculty Development Awards

- Outstanding Mentor Award
- Leader Development Award
- Diversity, Equity, Inclusion and Anti-racism Award
- Faculty Development Champion Award
- Non-faculty FD Champion Award
- Educator Development Award
- Clinician Development Award
- Scientist Development Award



Diversity, Equity, Inclusion & Belonging

OHSU School of Medicine, Dean's Office

Leslie D. Garcia, MPA, Ed.D., Associate Dean for DEIB



Diversity Statement

- **We strive** to build and sustain a multicultural and diverse community because this is a reflection of the fundamental values of the OHSU School of Medicine.
- **We welcome** and consider a wide range of life experiences as part of diversity, including rural heritage, economic background, sexual orientation, culture and belief systems, and hardships accessing educational opportunities.
- **We seek** to build a diverse community of faculty, students and staff immeasurably enriches our learning environment and helps us move closer to a future in which our community of health care providers mirrors the diversity of our patients.



School of
MEDICINE

BELONG | INCLUDE | EMPOWER

BELONG

- Education & Training
- Engagement
- Enrichment

INCLUDE

- Recruitment
- Retention
- Resources & Related Support

EMPOWER

- Enablement
- Extension to the Community
- Evaluation



Our commitment stands to advance our strategic DEIB plan in alignment with the university and professional associations and accreditors.

The OHSU School of Medicine recognizes the critical educational and health equity benefits associated with cultivating a diverse learning and working community.

We appreciate all DEIB efforts in faculty development. Thank you!





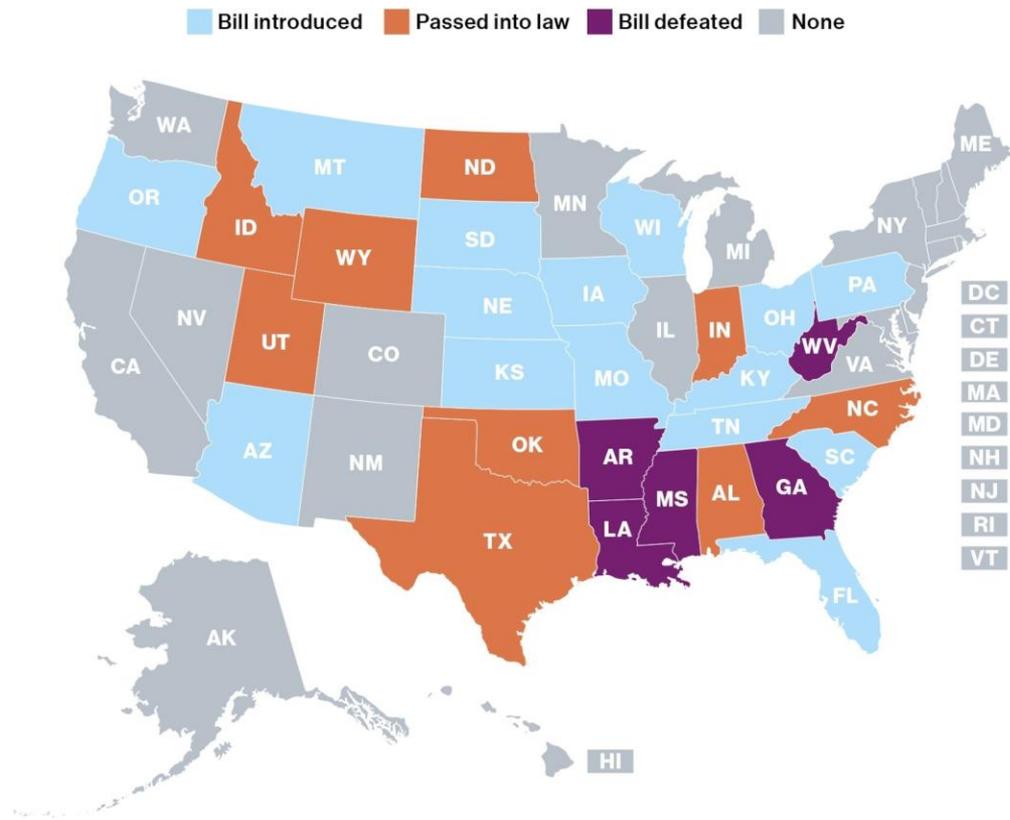
Anti-DEI Legislation

- Across our nation, bills drafted to eliminate DEIB (transgender health services, reproductive health, race/ethnicity, and national origin).
- Passed bills have defunded DEI offices, firing of DEI officers, staff, and faculty.
- Eliminating diversity statements from hiring/admission process.
- Prohibited consideration for employment, admission and/or promotion.

- This bills for any ideology or movement based on race or ethnicity, including an initiative or a formulation of diversity, equity, and inclusion.
- Texas and Florida became the first states to adopt broad-based laws banning DEI in higher education.
- Florida universities closed DEI Offices .
- Utah is the latest state to enact an anti-DEI bill and goes into effect July 1, 2024.
- Iowa Universities to close their DEIB Offices mandated by legislature and Board of Regents.

Anti-DEI laws across the country

STATES ACROSS THE COUNTRY ARE RESTRICTING DIVERSITY EFFORTS.



What you communicate matters

Department of Pediatrics Diversity Program for Visiting Students

The [Diversity Program for Visiting Students](#) is available for any fourth-year medical student interested in pursuing an away rotation in pediatrics at OHSU, usually for rotations during July, August, or September. Competitive applicants will have demonstrated personal experience or interest in diversity, health disparities, or serving underrepresented population in addition to one of the following: grew up in a rural community, are part of an underrepresented minority group, or have experienced significant disadvantage or adversity. Please contact the program coordinator for more information and application materials for the next recruitment cycle.





Faculty, staff, students and trainees joined Interim Dean Nathan Selden, M.D., Ph.D., far right, waving, and Leslie Garcia, M.P.A., Ed.D., associate dean for diversity, equity and inclusion. (middle. thumbs up) for a community-building mixer in the BICC Gallery



Thank You

garcial@ohsu.edu