

THIRTEEN IMMEDIATE RESPONSES – Update November 14, 2016

Nearly one year ago, on Nov. 20, 2015, we held an Open Dialogue on Racial Climate at the University of Utah in the ballroom at the Student Union. We came away from that meeting humbled and moved by the personal stories and requests for action. Six days later we committed to accelerating the pace of change with [13 initiatives](#) designed to improve the racial climate at the University of Utah.

In this note we want to update you on the progress we have made:

- In the fall of 2016 we were joined by 19 new faculty members and post-doctoral fellows from underrepresented backgrounds.
- [The Center for Ethnic Student Affairs](#) has been given expanded space for students to gather and study in the Union.
- We have identified additional financial support for [Student Equity and Diversity](#) groups in support of high school conferences and travel funding to enhance student development.
- We have fostered a new faculty mentoring project, currently underway in the College of Humanities as a pilot effort.
- We have increased staff resources in the [Office for Inclusive Excellence](#).
- Campus leadership is meeting regularly with the newly formed Student Diversity Council.
- The Diversity Coalition Group, which includes representatives from all major diversity groups on campus, is meeting on a regular basis.
- Diversity Scholars and the Honors College are partnering to increase participation of underrepresented students in the Honors program.
- With donor support, we have established new scholarship funding for Native American students.
- In the fall of 2016 we launched [the School for Cultural and Social Transformation](#), which includes the divisions of Ethnic Studies and Gender Studies.
- A campus-wide committee is working to develop diversity education for faculty and staff.
- We are planning to launch Diversity in Progress, a website that tracks university diversity initiatives in service of open communication across campus. This site will help maintain vigilance and accountability as our efforts continue in the months and years ahead.
- Sixteen new faculty members and post-doctoral fellows from underrepresented backgrounds joined University of Utah Health Sciences over 2015 and 2016.
- Increased financial support has been provided for health science students, residents, staff, and faculty to conduct projects that address inclusion or to perform research that focuses on health equity.
- A new travel stipend program was established for underrepresented medical students accepted for electives or for residency interviews.
- Outstanding work by health sciences staff, students, residents/fellows, and faculty is now recognized at annual Inclusive Excellence Awards.

- The School of Medicine hosted a regional conference (Building the Next Generation of Academic Physicians) to support the professional development of underrepresented health science students and residents.
- For health care system trainees, faculty, and staff, a series of interprofessional health science learning sessions in health disparities was launched that included Latino/a, Native American, African-American, Asian, Pacific Islander, elder, different abilities, and LGBTQ health as well as gender-specific medicine.
- A new Cross Health Sciences Collaborative Group to address health equity and inclusion meets monthly.

We are grateful to everyone who has contributed to these accomplishments, even as we acknowledge that there is more to be done to engage and support students, staff, and faculty from all backgrounds and, in doing so, achieve our full potential as a top-tier public research university.

Thank you for staying engaged in progress at the U and for all that you have contributed to the collective good through these initiatives.

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