

Aesculapian Medical Society Presentation

Division of Diversity Affairs (DDA) Update

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INDIANA UNIVERSITY

SCHOOL OF MEDICINE



Division of Diversity Affairs (DDA) Team

- Ms. Krystal Ardayfio, Director, Office of Multicultural Affairs
- Mr. Fred Hamilton, Director Diversity Outreach Comprehensive Science (DOCS) Initiative
- Dr. Javier Sevilla-Martir, Assistant Dean for Diversity Affairs
- Ms. Rita Flynn, Administrative Assistant
- Ms. Jan Walther, Administrative Assistant



Changing Demographics

- By Year 2020
Individuals of color 42% of US population (compared to 28.8%)
- By Year 2042
Individuals of color the majority in US

Source: US Census Bureau



Division of Diversity Affairs (DDA)

Strategic Plan

- Five years: July, 2009 – June, 2014
- Focus on 3 areas
 1. Retention of enrolled medical/graduate students
 2. Recruitment of faculty of color
 3. Recruitment through pipeline initiatives



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Strategic Plan

- Retention Initiatives
 - Supplemental Instruction (SI)
 - Support Groups
 - Woman-to-Woman
 - For Males Only
 - Resident Support Group
 - Resident Career Education Seminar



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Strategic Plan

- Faculty recruitment initiatives
 - Ongoing partnership with Aesculapian Medical Society
 - Diversity Audit
 - Diversity Conversations
 - Hall of Diversity Champions
 - Cultural Competency Grand Rounds
 - Diversity Week



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Strategic Plan

- Pipeline initiatives
 - Brain Link & MASH Science & Math Camps
 - Carson Scholars Fund (CSF)-Indianapolis Colts Chapter
 - Endowed Scholars Program
 - Reading Room Project
 - High School Summer Enrichment Program
 - High School Health Career Clubs