



**PRESIDENT'S COUNCIL ON  
EQUITY, INCLUSION,  
AND JUSTICE**

**2024 YEAR FOUR REPORT**



## The President's Council on Diversity, Equity and Inclusion: 2023-2024 Report

### THE COMMISSION IS CHARGED WITH THE FOLLOWING:

- » Gather information and data.
- » Engage in thoughtful conversations to identify priorities and initiatives.
- » Develop recommendations to advance work group priorities.
- » Develop action steps and timeline.



As active citizens in a multicultural world, the PCOM community cultivates an environment of inquiry, inquisitiveness and respect, promotes discovery and celebration of our differences and fosters appreciation of the rich social fabric that binds us together. The President's Commission on Racial Justice has evolved into the President's Advisory Council on Equity, Inclusion, and Justice to continue to provide broad recommendations on strategies, practices, and policies to achieve institutional change and active engagement in fostering an inclusive campus community.

# We are pleased to present the following accomplishments in this year four report:

## UNDERREPRESENTED MINORITY STUDENTS IN HEALTHCARE RETENTION WORK GROUP

- » Hosted virtual and in-person listening sessions/ focus groups on all three campuses.
- » Identified common themes and implemented programs to address shared concerns revealed by students.
- » The Mental Health Task Force convened eight programs:
  - » *A Mental Health Kick Off event was held in September 2023*
  - » *QPR training for student leaders September 2023*
  - » *Test Anxiety workshop was held in October 2023*
  - » *Harmony in Hustle: Student insight on life balance (South Georgia January)*
  - » *Resilience Panel (Georgia February 2024)*
  - » *Bedtime Bootcamp: March 2024*
  - » *My Battle with Anxiety: A story of hardship, loss and resilience April 2024*
  - » *Stigma to Strength Faculty and Staff Panel May 2024*

## CULTURALLY RESPONSIVE/RACIAL JUSTICE CURRICULUM WORK GROUP

- » Gathered and examined matriculant ethnicity data to better interpret learning outcomes.
- » Professional development offered to faculty and staff to confront biases to better balance decisions for PCOM programs and the PCOM mission.
- » Outcomes metrics gathered to support the success of students from diverse backgrounds.
- » Examined long-term outcomes data to support the success of graduates from diverse backgrounds.

## UNDERREPRESENTED MINORITY STUDENTS IN HEALTHCARE RECRUITMENT WORK GROUP

- » Reviewed and put into practice new guidelines on the SCOTUS decision on the PCOM Admissions process.
- » Per SCOTUS decision, updated the Board of Trustee Diversity Scholarship and our definition of Underrepresented in Medicine (URM).

## UNDERREPRESENTED MINORITIES IN HEALTHCARE FACULTY AND STAFF RECRUITMENT AND RETENTION WORK GROUP

- » Increase in faculty development leadership and mentoring programs.
- » Ensured search committees and hiring committees have the resources needed to broaden reach and pool of potentially qualified candidates.
- » Candidate pools are 100% diverse and a 10% increase in diverse candidates within the pools based on targeted recruitment placement.
- » Updated unconscious bias trainings for search committees in the hiring process.
- » Developed a database of appropriate sources for advertising in minority outreach publications.



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