

CEOD 2025 Update

Committee on Equal Opportunity and Diversity

Faculty Chair:

Kenneth Peterson, Associate Professor, Tan Chingfen Graduate School of Nursing

Executive Sponsor:

Marlina Duncan, Vice Chancellor Diversity & Inclusion



Diversity & Inclusion
Office

June 5, 2025

CEOD: Mission and Purpose

- The CEOD and its sub-committees serve in an **advisory capacity to the Chancellor, as well as to the Diversity and Inclusion Office.**
- The committee will **identify, elevate and implement signature organizational policy and procedural, educational, and community engagement opportunities** to maximize equity, access and inclusivity across all diversity domains.
- Wherever possible, the Committee on Equal Opportunity and Diversity works in **collaboration with its clinical partner, UMass Memorial Health Care and related business units and UMass Chan Medical School shared services** and programs to advance the service, education and advocacy initiatives.

CEOD Sub-committee Structure

Service

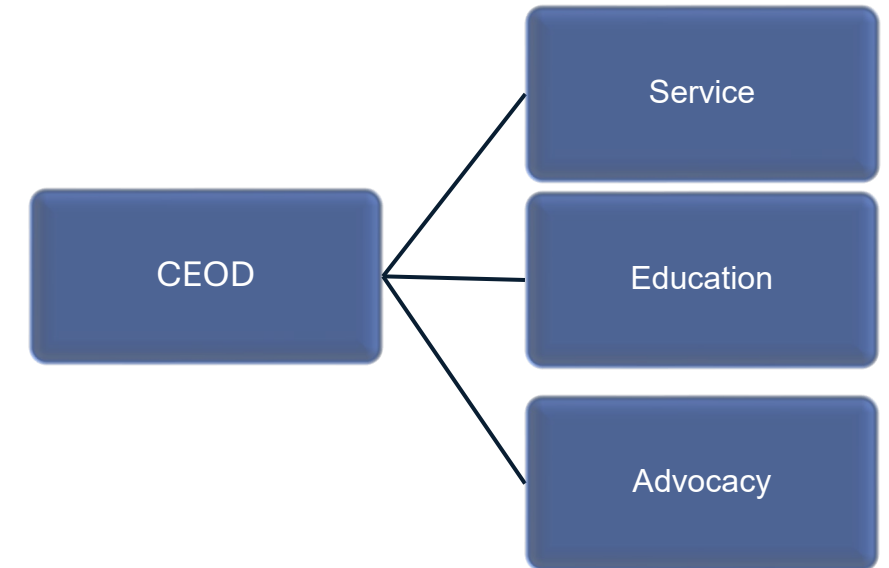
Opportunities for the UMass Chan community to **serve and engage with our surrounding community and to collaborate with community partners** in meaningful and mutually beneficial ways (e.g., donation drives, volunteering with community organizations).

Education

Providing educational and professional development opportunities for the UMass Chan community to help enhance awareness, education and current understanding of diversity, equity, inclusion, and justice (e.g., lecture series, conferences, book clubs, workshops, etc.)

Advocacy

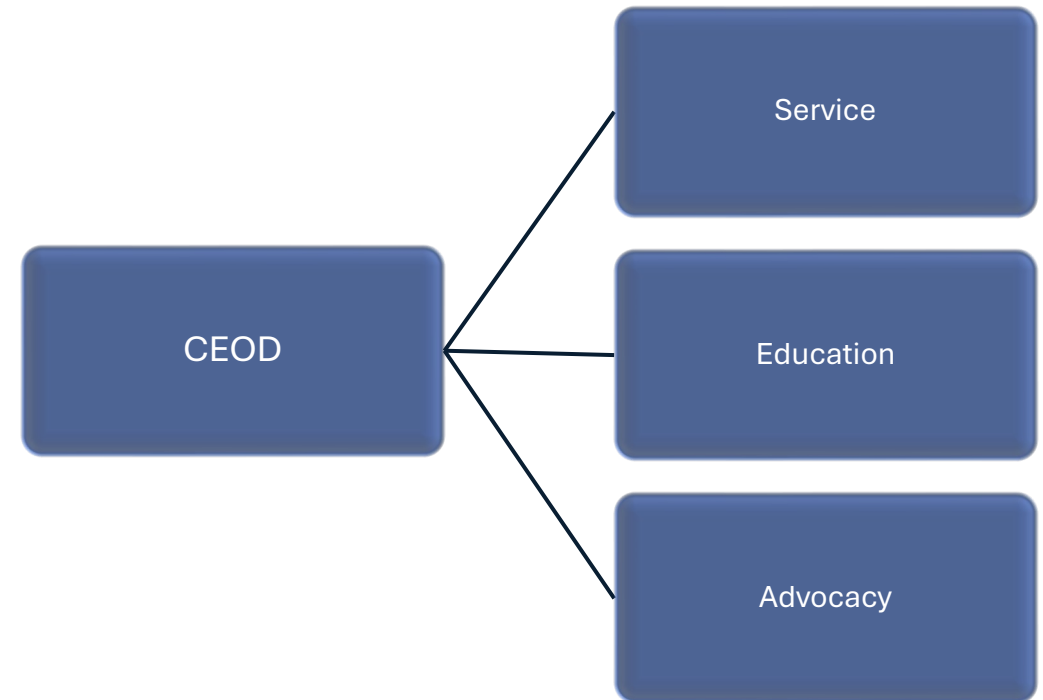
Advocate for the needs of those with marginalized identities and work towards an institutional culture where all members, regardless of background, are welcomed and respected and can be successful (e.g., programming to recruit, retain and advance marginalized members of our community).



CEOD Sub-committee Structure

- **Executive Sponsor:** Marlina Duncan
- **Faculty Chair:** Ken Peterson
- **Service Executive sponsor:** John Erwin
- Service sub-committee Co-Chair: Che Anderson
- Service sub-committee Co-chair: Lynn Hernandez
- **Education Executive sponsor:** Provost/Dean Flotte
- Education sub-committee Co-Chair: Lauren Shumate, Sarah Lee
- Education sub-committee Co-chair: DIO Rep
- **Advocacy Executive sponsor:** HR Designee
- Advocacy sub-committee Co-Chair: Valerie Wedge
- Advocacy sub-committee Co-chair: Jorge Sanchez

- **Administrative Support:** Fernanda Gama



CEOD Membership



Full CEOD – 90 members



Service sub-committee: 21 members



Education Sub-committee: 14 members



Service sub-committee : 15 members

Outcomes and Process Measures



Improved protective policies and procedures

(Example: accountability systems and processes to observe and report incidents or violations)



Organization-wide advanced educational and professional development programs

(Example: promotions, leadership representation across internal committees and boards)



Established and strengthened strategic community partnerships and community engagement

(Example: beyond research our staff are on boards and committees across the city that serve the community)



Organizational ethic of volunteerism

(Example: expanding volunteer hours)

2024-2025 Activities: Service Subcommittee

**Focus on Community
Synergy Project**



2024-2025 Activities: Education Subcommittee

- Critical Junctures
 - Focus groups for curriculum and climate
- Caring for people with disabilities
 - School of Medicine curriculum

2024-2025 Activities: Advocacy Subcommittee

- Community Belonging
- Advocacy
- Lib Guide



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Advocacy Resources

Created in partnership with the Advocacy Subcommittee of the Committee on Equal Opportunity and Diversity (CEOD) and the Lamar Soutter Library.

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Advocacy at UMass Chan Medical School



This LibGuide was generated in partnership with the Advocacy Subcommittee of the Committee on Equal Opportunity and Diversity (CEOD) and the Lamar Soutter Library.

Advocacy works to promote the rights of those whose voices are not always heard. These voices contribute positively to enhance the ways we work and live in community together.



Diversity &
Inclusion Office

Stepping into the new academic year

- Engagement
- More celebrations of our internal community
- Partnering
 - DRIVE Café