Agenda

○ **Survey background and response rate**
  ○ How does the class feel about diversity and inclusion at Geisel?
  ○ What is Geisel doing well?
  ○ What could Geisel improve on?
  ○ Quotes from the class
The Office of Diversity and Inclusion deployed a survey to the class of 2017

- **Goals:**
  1. Assess the importance of diversity and inclusion to students at Geisel
  2. Determine what Geisel is doing well to cultivate an atmosphere of diversity and inclusion
  3. Determine how Geisel could improve diversity initiatives
Survey results

- **Survey background and response rate**
  - How does the class feel about diversity and inclusion at Geisel?
  - What is Geisel doing well?
  - What could Geisel improve on?
  - Quotes from the class
Total response rate: 72%

- Disseminated April 16th
- Classmates emailed individually with link and cute .gif
- Follow up email sent halfway through open response period and before close
- Closed May 6th, 2014
Survey results

- Survey background and response rate
- *How does the class feel about diversity and inclusion at Geisel?*
- What is Geisel doing well?
- What could Geisel improve on?
- Quotes from the class
The majority of the class agreed that diversity is quite important.
Compared to 2016 Responses:

**How important is diversity to you, on a scale of 1 to 5?**

- **1 (Not important):** 2 responses
- **2:** 1 response
- **3 (Somewhat important):** 3 responses
- **4:** 8 responses
- **5 (Very important):** 34 responses
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○ Survey background and response rate
○ How does the class feel about diversity and inclusion at Geisel?
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Do you feel that the GSM places sufficient emphasis on and resources for diversity?

Yes: 72%
No: 28%
Half of our 2016ers thought that Geisel could do more to emphasize diversity.

Do you feel that the Geisel School of Medicine places sufficient emphasis on and resources for diversity?

- No, 5 (2.1%)
- Yes, 4 (7.9%)
At GSM, students were most likely to turn to their On Doc facilitator or Diversity reps if they ever felt misunderstood.
2016ers were most likely to turn to their On Doc facilitator or SNAP reps if they ever felt misunderstood.

If you felt isolated or misunderstood because of your background or beliefs, which of the following resources would you be most likely to utilize?

- On Doc facilitator: 0.59
- SNAP representatives: 0.564
- Administrators in the Office of Diversity and Inclusion: 0.359
- Student Diversity representatives: 0.282 (highlighted)
- Ombudsperson: 0.256
- Big Sib: 0.179
- Breakfast at Geisel: 0.128
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- *What could Geisel improve on?*
- Quotes from the class
Have you ever felt isolated or misunderstood by the GSM community due to your identity, background, or beliefs?

Yes: 22%
No: 78%
Which students have felt isolated and/or misunderstood?

- Sexual orientation, gender identity/expression or sex: 33%
- Race, Ethnicity, Language: 40%
- Country of Origin other than USA/Canada: 45%
- Disadvantaged socioeconomic status: 7%
- None: 7%
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- Survey background and response rate
- How does the class feel about diversity and inclusion at Geisel?
- What is Geisel doing well?
- What could Geisel improve on?
- *Quotes from the class*
Our classmates had some very powerful things to say...
How satisfied and/or comfortable are you with the culture and community at Geisel?

- Many “pretty satisfied” or “quite satisfied” responses
- Many “Geisel is making great strides towards diversity and inclusiveness, however I think there is a long way to go” responses
- A lot of “I do feel that the tone set by the student body is very positive, not only accepting but encouraging how diverse we are as a class.”
How satisfied and/or comfortable are you with the culture and community at Geisel?

- “I wish we talked more openly about diversity stuff” beyond the “self-selected people” that attend diversity-focused events
- “a diverse group of students...but a lack of outlets to allow for actual expression of their diversity (rather than just conversation about it)”
- also concern about a “racial divide in our class” and appreciation of diversity beyond race: “If Geisel wants to be diverse, then it needs to stop pretending that color is the meter stick of diversity.”
Sharing about experiences of feeling isolated and/or misunderstood

- “I don’t believe that our one class to express these views (OnDoc) [about feeling isolated and/or misunderstood] has, at least for me, proved a space for me to provide constructive critiques”
- “I feel like I fill checkbox sometimes- like I’m representative of my entire identity.”
- “I have had the feeling that some fellow students think I am here because of my particular race and not my merits.”
What do you think Geisel has been doing well to create an inclusive environment?

- “Admissions are very important—creating a class with diverse experiences from all over.”
- “...the number of international students [Geisel] accepts...is really phenomenal and brings so much to the student body”
- Groups like UHS, RHS, qMD, IHS Trip
- “Events often respect dietary restrictions.”
- Many shout-outs to Just Dinner, Diversity Breakfast, Cooking Classes, Wellness Initiatives, Heart Rounds
How could Geisel make a more inclusive environment and/or support our diverse community?

- Diverse faculty ("it’s been difficult to see several strong female faculty leave") and the phrase “old white men” came up several times.
- More emphasis of the breadth and depth of Geisel’s diversity beyond race/gender to include SES and other experiences.
- Top-down support: “Wellness Committee and the Office of D/I need a bigger budget to keep bringing us together. You can’t just throw a bunch of wildly different people together and expect everything to be great.”
In the works:

- Organizing events (Diversity Breakfasts, Just Dinners, and possibly “Diversitea”)
- DMEDS Update for Pt Identifiers
- OASIS Measurements of Cultural Competency
- Strong first-year orientation
- Representing our classmates at Student Government and at the Diversity Council

Questions? Comments? Concerns?