



Penn Dental Medicine  
Update to the Affirmative Action Plan  
November 8<sup>th</sup>, 2018

Penn Dental Medicine (PDM) celebrates the rich diversity of our faculty, staff, and students. We are committed to fostering and nourishing individuals of different backgrounds and experiences, and diversity remains central to our core mission. Penn Dental Medicine recognizes that achieving a diverse work population is an ongoing commitment and must be continually monitored and carefully reviewed. To this end, we continue to support innovative programs that enable our entire faculty, staff and student body to feel welcomed and supported and have access to networks for mentoring and research. Supporting a superb, inclusive community is among the PDM's highest priorities; by engaging in such support, we can continue our pathway to excellence in all our endeavors.

The Office of Faculty Advancement and Diversity at Penn Dental Medicine supports mentorship programs for all full-time faculty at the assistant and associate professor levels, providing opportunities for professional growth and development. It is also committed to enhancing faculty diversity at the school by being directly involved in faculty search process and by providing diversity search advisor (DSA) support.

Three tenured full professors (Drs. Hydar Ali, Kathleen Boesze-Battaglia and Claire Mitchell) currently serve as diversity search advisors (DSAs) for PDM. Dr. Chun-Hsi Chung, Associate Professor, Clinical Educator) has recently been appointed as a new DSA. Dr. Chung has received new DSA orientation training from the Provost's office and his addition will strengthen school's commitment on affirmative action.

The Director of Faculty Advancement and Diversity, (Dr. Hydar Ali), participated in of the inaugural session of the Provost's Leadership Academy, which was held on September 14-15, 2018 at the Penn Museum. This day and a half program consisted of presentations and discussion by speakers from both Penn and outside and its purpose was to help identify what is required to strengthen the attendees' University leadership roles and potential for the future.

Dr. Hydar Ali and Dr. Beverley A. Crawford (Director of Diversity and Inclusion) represented Penn Dental Medicine at the American Dental Education Association's (AEDA's) diversity workshop, which was held in Toronto, Canada on October 24, 2018. The title of the workshop was "Power of Broadened Perspective: Recruiting and Retaining Diverse Faculty in Dental Education."

The Office of Diversity and Inclusion sponsored several student organization cultural events: in October-Lunar New Year, Chinese, Taiwanese and Vietnamese celebration and the Hispanic Student Dental Association (HSDA) Fall Fiesta; in February the Student National Dental Associations' (SNDA) Black History Month presentation, "Compassion- The Competitive Edge" Dr. Rose Wadenya ; other annual events included Breaking Boundaries panel discussion; PDM First Generation Penn /First Plus celebration; LGBTQ Cultural Competence- Rosemary Thomas hosted by Penn Dental Pride Alliance; and the Penn Dental Medicine Event - Prospective Applicant Day included the Impressions Program sponsored by the SNDA with Alumni presenter Dr. Daniel Richardson.

Travel by the Director of Diversity and Inclusion included the ADEA Conference and Recruitment Fair, National Association of Minority Medical Educators (NAMME) NE Regional meeting and City College Recruitment Fair. Dr. Crawford spoke about "Supporting URM Dental Students"; Dr, Crawford was also a Round Table panelist at Villanova Universities" Melanin in Medicine. Recruitment travel included the Larry Keith Recruitment Fair at Duke University, North Carolina with participation as an Admissions panel moderator and Lehman Recruitment event also as a panelist.

The Office of Diversity and Inclusion also hosted dental students from Howard University and Meharry College of Medicine to its' annual 1 week Post-graduate Externship Program and 10 high school students for the Provost Summer Mentorship program.

The School continues to strengthen its relationship with the Netter Center for Community Partnerships, which provides students, faculty, staff, alumni and community members a variety of ways to get involved in the Netter Center's work in West Philadelphia and beyond. The Netter Center facilitates Academically-Based Community Service (ABCS), a service rooted in and intrinsically connected to research, teaching, and learning. Dr. Joan Gluch (Associate Dean, Academic Policies) serves on the Faculty Advisory Board for the Netter Center and in 2018, she received the Netter Center Faculty Community Engagement award together with Dr. Kari Hexem, Dental Director at Philadelphia FIGHT for their work in academically based service learning programs.

The Office of PDM Human Resources has been working closely with the Office of Affirmative Action and Equal Opportunity Programs to provide training on many topics that serve to create a positive and respectful work environment. Two examples of such training are discussed below.

*"Sexual Harassment Awareness: What you need to know."* This training program, repeated eight times from February 2018 - September 2018, was designed to increase awareness of the types and forms of sexual harassment and to provide an understanding of University policy as well as the legal definition of sexual harassment. This training provided an understanding of intent versus context and the issues around power and how these dynamics drive behavior, with a practical understanding of the types of behavior that are prohibited. It also addressed the role of the manager

in dealing with issues of sexual harassment and helped identify the proper reporting office and/or university resource to help assume an active role in preventing this type of behavior.

*“Civility, Respect and Engagement and Penn”* This unique program focused on how to create and maintain a culture of civility, respect and engagement within our workplace. It was designed to help define the culture of civility as a form of benevolent awareness that encompasses respect, restraint, and consideration. It discussed ways of fostering civility in our workplaces through teamwork and collaboration, education and professional development in communication, conflict resolution with an examination of causes for conflict, an acknowledgement of effort and contribution, and a place that provides a culture of safety.

The School has developed partnerships with the University City District’s West Philadelphia Skills Initiative (WPSI) to connect West Philadelphia employers seeking talent to West Philadelphians seeking opportunity. Through this initiative we have been advertising our openings and providing connection to reduce unemployment in the West Philadelphia community and to hire local members of the community for our key openings in the Restorative Clinic Department.

We are also partnering with the Urban League of Philadelphia, which is an affiliate of the National Urban League. Their vision is to build alliances and to create equal opportunities that foster economic empowerment, advancement and achievement for the underserved in the Greater Philadelphia region. Penn Dental Medicine will participate in the Connect to Work - Customer Service Training Program, where we will host mock-interviews and informational sessions about our career opportunities.