



**PRESIDENT'S COMMISSION ON  
RACIAL JUSTICE:**  
Transforming Campus Culture

**2022 YEAR TWO REPORT**

**THE PRESIDENT'S COMMISSION ON RACIAL JUSTICE: TRANSFORMING CAMPUS CULTURE** was appointed by President Jay S. Feldstein, DO '81, in July 2020 to advance PCOM's commitment to justice, equity, diversity and inclusion. The Commission identifies strategic priorities and initiatives that align with the PCOM 2025 Diversity, Equity and Inclusion Plan. The Commission is comprised of five work groups representing faculty, staff and students from PCOM (Philadelphia, Pennsylvania), PCOM Georgia (Suwanee, Georgia) and PCOM South Georgia (Moultrie, Georgia).



## **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.



# WE ARE PLEASED TO PRESENT THE FOLLOWING ACCOMPLISHMENTS IN THIS YEAR TWO REPORT:

## BIAS AND DISCRIMINATION REPORTING AND SUPPORT WORK GROUP

**CHAIR:** Isaiah Lopez, Senior Director, Risk Management

- » Established a bias reporting system that lets for members of the PCOM community anonymously report incidents of implicit bias, microaggressions and explicit racism perpetrated by faculty and guest lecturers, staff or students without fear of retribution or retaliation.
- » Developed a mechanism to follow up with the reporter to inform of the actions being taken to investigate and appropriately resolve the incident/complaint.

## UNDERREPRESENTED MINORITY FACULTY RECRUITMENT AND RETENTION WORK GROUP

**CHAIR:** Christina Mazzella, MS, sHRBP, Chief Human Resources Officer

- » Implemented recruitment strategy targeted at underrepresented in medicine (URiM) faculty.
- » All Search Committees include diverse interviewers.
- » Conducted study to examine competitive and fair compensation for Black faculty.
- » Job descriptions reflect inclusive language.
- » Made DEI professional development a part of performance evaluation for all staff.

## UNDERREPRESENTED MINORITIES IN HEALTH CARE STUDENT RECRUITMENT WORK GROUP

**CHAIR:** Adrienne Jones, MLS, Chief Admissions Officer

- » Expanded articulation and affiliation agreements at secondary and undergraduate educational levels with minority- and Hispanic-serving institutions and historically black colleges and universities (HBCUs).

- » Awarded new scholarships to URIM physician assistant and physical therapy candidates to grow a diverse workforce.
- » Identified more inclusive admissions and enrollment process for self-identification for Hispanic/Latino students and for students from the LGBTQIA community.
- » Created spaces and new affinity events for current students to meet and greet prospective and incoming students.

## UNDERREPRESENTED MINORITIES IN HEALTH CARE STUDENT RETENTION WORK GROUP

**CHAIR:** Patience Mason, MEd, Chief Student Affairs Officer

- » Conducted focus groups with students representing all programs to gather data on: finance, wellness, professional development, academic support and faculty support.
- » Will develop and implement programs to address the themes and topics that students have identified.

## CULTURALLY RESPONSIVE/RACIAL JUSTICE CURRICULUM WORK GROUP

**CHAIR:** Linda Adkinson, PhD, Associate Provost, Accreditation, Growth and Development

- » Recognized DO students who've completed the Cultural Competency Program on the Medical Student Performance Evaluation (MSPE).
- » Created new Director of Health Equity position to lead curriculum development that prepares our future workforce to practice culturally responsive medicine.
- » Added a diversity, equity and inclusion statement to all medical course syllabi.
- » The DO program will assess how well faculty include DEI material in syllabi and learning experiences.
- » Added a DEI learning objective to all psychology courses.



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For more information,  
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