

DIVERSITY PRESENTATION

SCHOOL OF DENTAL MEDICINE (SDM)

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SDM DIVERSITY WORK PLAN

AT THE SDM WE VALUE DIVERSITY AND THIS PLAN SERVES AS AN OPPORTUNITY TO REVIEW, EVALUATE, DISCUSS, AND MAKE RECOMMENDATIONS TO ENHANCE THE SCHOOL'S COMMITMENT TO A DIVERSE AND INCLUSIVE EDUCATIONAL AND WORK SPACE.

EVALUATED 11 ASPECTS OF OUR EXISTING WORK PLAN:

- **ACCOMPLISHED**
- **MADE PROGRESS AND SHOULD CONTINUE TO BUILD AND EXPAND**
- **NOT COMPLETED BUT IT IS STILL RELEVANT AND WORTH PURSUING**
- **NOT STARTED BUT IT IS STILL RELEVANT AND WORTH PURSUING**





ASSESSMENT OF THE IMPLEMENTATION OF DIVERSITY WORK PLAN

1. **SDM DIVERSITY WORK PLAN ALIGNS WITH THE UNIVERSITY DIVERSITY PLAN.**
2. **MENTORING PROGRAM BETWEEN FACULTY OF COLOR AND MINORITY STUDENTS.**
3. **IMPROVE ON PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT PROGRAM.**
4. **DEVELOP PIPELINES IN COLLABORATION WITH UNDERREPRESENTED PROGRAMS.**
5. **APPOINTMENT OF SDM EQUITY, DIVERSITY & INCLUSION COORDINATOR.**
6. **RE-ESTABLISHMENT OF THE SDM DIVERSITY COMMITTEE.**
7. **COLLABORATE ON PIPELINE EFFORTS WITH THE SCHOOL OF MEDICINE (SOM).**
8. **FORM PARTNERSHIPS TO INCREASE RECRUITMENT OF MINORITY STUDENTS.**
9. **HEALTH PROFESSION FAIRS THAT TARGET MINORITY POPULATIONS.**
10. **PROVIDE DENTAL SERVICES TO UNDERSERVED, UNDERREPRESENTED AREAS.**
11. **STRENGTHEN URM PROGRAMS FOR PROFESSIONAL AND GRADUATE STUDENTS.**





SDM DIVERSITY WORK PLAN ALIGNS WITH THE UNIVERSITY DIVERSITY PLAN

- **STONY BROOK UNIVERSITY (SBU) CREATED A DIVERSITY PLAN TO CENTRALIZE THE IMPLEMENTATION AND DOCUMENTATION OF DIVERSITY EFFORTS AT SBU.**
- **THE PLAN IS A WORKING TIMELINE WHICH IS RE-EVALUATED EACH SEMESTER.**
- **CELEBRATING STUDENTS, RESIDENTS, FACULTY AND STAFF FROM DIVERSE BACKGROUNDS IS AN ESSENTIAL PART OF THE PLAN.**
- **THE SDM AND THE HEALTH SCIENCES SCHOOLS (I.E. HEALTH TECHNOLOGY & MANAGEMENT, MEDICINE, NURSING & SOCIAL WELFARE) ARE PART OF THE PLAN.**
- **THE SDM PLANS TO MEET THE DIVERSITY NEEDS INCLUDING PROVIDE PATIENT CARE SERVICES TO UNDERREPRESENTED AND UNDESERVED COMMUNITIES.**





MENTORING PROGRAM BETWEEN FACULTY OF COLOR AND MINORITY STUDENTS

- **SDM WILL RE-EVALUATE EXISTING MENTORING PROGRAM INITIATIVES.**
- **IMPLEMENT NEWLY RESTRUCTURED MENTORING PROGRAMS BASED ON SCHOOL AND PUBLIC COMMUNITY.**

IMPROVE ON PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT PROGRAM

- **WORK WITH THE OTHER HS SCHOOLS ON THE EXISTING POD PROGRAMS.**
- **STAFF FORUM TO DEVELOP PROFESSIONAL DEVELOPMENT AND MENTORING PROGRAMS TO PROMOTE DIVERSITY.**
- **THE SDM EDI COORDINATOR WILL CONTINUE TO WORK CLOSELY WITH THE OTHER HS SCHOOLS.**





DEVELOP PIPELINES IN COLLABORATION WITH UNDERGRADUATE PROGRAMS

- **SDM PROVIDES HIGH SCHOOL PIPELINE PROGRAMS TO HIGH SCHOOL STUDENTS IN UNDERSERVED AND UNDERREPRESENTED COMMUNITIES IN NASSAU AND SUFFOLK COUNTY.**
- **SDM IS ENHANCING HIGH SCHOOL PIPELINE PROGRAMS TO PROVIDE OPPORTUNITIES FOR HIGH SCHOOL STUDENTS FROM UNDERSERVED AND UNDERREPRESENTED COMMUNITIES.**
- **SDM IS DEVELOPING A COLLEGE DENTAL PIPELINE PROGRAM TO PROVIDE OPPORTUNITIES FOR COLLEGE STUDENTS FROM UNDERSERVED AND UNDERREPRESENTED COMMUNITIES.**





APPOINTMENT OF SDM EQUITY, DIVERSITY & INCLUSION COORDINATOR

- **THE SDM HAS CREATED EQUITY, DIVERSITY & INCLUSION COORDINATOR POSITION. THE SDM EDI COORDINATOR IS CHARGED TO RE-ESTABLISH THE DIVERSITY COMMITTEE, AND IS CURRENTLY MEETING WITH THE STRATEGIC PLAN STEERING COMMITTEE.**

RE-ESTABLISHMENT OF THE SDM DIVERSITY COMMITTEE

- **THE SDM WILL CONTINUE TO INVOLVE STAFF, FACULTY, STUDENTS ON DIVERSITY INITIATIVES AT THE SCHOOL.**
- **THE SDM EDI COORDINATOR SERVES ON THE UNIVERSITY-WIDE AND HSC DIVERSITY COMMITTEES.**





COLLABORATE ON PIPELINE EFFORTS WITH THE SCHOOL OF MEDICINE (SOM)

- **DISCOVER DENTAL SCHOOL SUMMER SCHOLARS' PROGRAM (DSSSP) IS AN EXTENSIVE 5-DAY TUITION-BASED COURSE FOR PRE-DENTAL STUDENTS. THREE SCHOLARSHIPS ARE AWARDED (ONE FOR DIVERSITY).**
- **THE SDM IS DEVELOPING A NEW URM PIPELINE PROGRAM IN COLLABORATION WITH INTERNAL AND EXTERNAL PARTNERSHIPS.**

FORM PARTNERSHIPS TO INCREASE RECRUITMENT OF MINORITY STUDENTS

- **VISITS AND TOURS: CLARA BARTON HIGH SCHOOL, ROOSEVELT HIGH SCHOOL, WYANDANCH, LILTA CAMPUS VISITS (BRENTWOOD, ISLIP AND LONGWOOD), HOPE PROGRAM.**
- **FAIRS: NATIONAL ADEA GO DENTAL RECRUITMENT FAIR, STUDENT ORGANIZATIONS, ADEA CHAPTER, AND RESEARCH MENTORSHIP.**





HEALTH PROFESSION FAIRS THAT TARGET MINORITY POPULATIONS

- **WE ARE WORKING ON IDENTIFYING PROFESSIONAL FAIRS IN THESE AREAS (UNDERSERVED AND UNDERREPRESENTED COMMUNITIES).**
- **DEVELOPING COLLABORATIONS WITH OTHER HEALTH CARE PROVIDERS TO BROADEN THE USE OF THE DENTAL MOBILE VAN AND INCREASE THE DENTAL OUTREACH.**

PROVIDE DENTAL SERVICES TO UNDERSERVED, UNDERREPRESENTED AREAS

THE SDM PROVIDES DENTAL SERVICES TO LOCAL, REGIONAL, NATIONAL AND INTERNATIONAL URM CLINIC SITES.





STRENGTHEN URM PROGRAMS FOR PROFESSIONAL AND GRADUATE STUDENTS

- **OPPORTUNITIES TO RECRUIT UNDERSERVED UNDERREPRESENTED POPULATION ON STONY BROOK CAMPUS.**
- **WORK CLOSELY WITH THE CIE AND EOP TO PROVIDE TURNER FELLOWSHIP PROGRAM SCHOLARSHIPS TO DENTAL STUDENTS.**





SUCCESSSES

- **EXPOSURE AND OPPORTUNITY IN THE DENTAL ASSISTANT PROGRAM LEADS TO ENROLLMENT AS DDS STUDENTS.**
- **EXPOSURE AND OPPORTUNITY IN DSSSP LEADS TO ENROLLMENT AS DDS STUDENTS.**
- **INCREASE IN DIVERSITY SCHOLARSHIPS AND AWARDS.**
- **APPOINTMENT OF THE SDM EDI COORDINATOR IN DIFFICULT BUDGET TIMES.**
- **IMPROVEMENTS IN ALL ASPECTS OF OUR DIVERSITY FOOTPRINTS.**
- **SDM STAFF FORUM TO GIVE VOICE AND OPPORTUNITY TO DIVERSE STAFF POPULATION.**





OPPORTUNITIES

- **AN ACTIVE UNIVERSITY-WIDE DIVERSITY PLAN.**
- **TO INCORPORATE DIVERSITY IN THE SDM STRATEGIC PLAN.**
- **UNIVERSITY ENVIRONMENT PROVIDE OPPORTUNITY FOR COLLABORATIONS.**
- **ACCESS TO DIVERSE BACKGROUNDS IN THE TRI-STATE AREA.**
- **WORKING WITH THE SBU ADVANCEMENT FOR SCHOLARSHIPS.**
- **INCREASE ENGAGEMENT AMONG LEADERSHIP, STAFF, FACULTY & STUDENTS.**
- **THE SDM ALUMNI BOARD TO ENGAGE IN DIVERSITY INITIATIVES.**





CHALLENGES

- **LOCATION IS DISTANT FROM THE HEALTH SCIENCES AND MAIN CAMPUS.**
- **HIGH COST OF LIVING ON LONG ISLAND.**
- **INCREASING HIGHER EDUCATION COST.**
- **HIGHER PROFESSIONAL EDUCATION DEBT.**
- **SUNY PROVIDES LITTLE SCHOLARSHIP OPPORTUNITIES FOR STUDENTS.**
- **RECRUITMENT AND RETENTION OF UNDERREPRESENTED STUDENTS.**
- **URM FACULTY RECRUITMENT AND RETENTION.**





SDM QUESTIONS

- **HOW DO YOU RECRUIT UNDERSERVED/UNDERPRESENTED STUDENTS/FACULTY?**
- **HOW DO YOU RETAIN UNDERSERVED/UNDERPRESENTED STUDENTS/FACULTY?**
- **DEVELOPING FUNDS TO PROVIDE FINANCIAL SUPPORT FOR URM STUDENTS?**
- **HOW TO CONNECT WITH STEM AND WISE STUDENTS?**
- **WHAT PIPELINE PROGRAMS ARE OFFERED IN YOUR UNIVERSITY?**

