



*The UNIVERSITY of OKLAHOMA*  
**Health Sciences Center**  
*Student Affairs*

**Health Sciences Center Student Affairs**  
**Diversity Report**  
**August 2019 – March 2020**

The goal of Health Sciences Center (HSC) Student Affairs is to enrich students' academic experience by building a diverse and inclusive community, supporting emotional, intellectual and personal growth, facilitating professional development and providing guidance toward a professional health career. HSC Student Affairs works with University and HSC leadership, academic partners and staff, student leadership as well as OU Medicine to enhance the student experience. HSC Student Affairs is home to 10 core areas designed to complement the student experience. With students geographically located across the State of Oklahoma, 20+ staff members with a focus on student development and growth strive to serve all students enrolled in Health Sciences Center programs of study.

HSC Student Affairs is committed to centering diversity, equity, and inclusion at the core of everything we do. We do this by offering multiple opportunities for our students and HSC Community to engage with and learn about critical topics of identities and access. The following document details efforts of the department that highlighted and focused on diversity and inclusion for multiple audiences, student, faculty, and staff alike, on a number of topics. HSC Student Affairs carries out this commitment through six areas of focus:

1. HSC Partnered Programming,
2. Registered Student Organizations,
3. Space and Administration,
4. Campus Wide Events,
5. Connect U- Campus and Program orientations,
6. Centralized Recruitment, and more.

Below is a listing of programming offered between the summer of 2019 thru March 2020 with focused programming on diversity and inclusion. Following the program listing, activity and program reports are outlined.

**Summer & Fall 2019**

- **OKC Pride** | OU Medical Center and Health Sciences Center jointly participated in OKC Pride in the summer of '19 with participation from LUMINA, an LGBTQ+ interest group that aims to connect, educate, empower LGBTQ+ students and allies to create a more informed and equitable healthcare professional environment.
- **Green Zone Training** | Hosted by HSC Student Affairs and Human Resources  
Number of staff/faculty trained: 100+  
This training has been in place at HSC since July 2014 with the most recent training in July 2019.
- **Multicultural Event Nights** | Hosted by University Village Apartments (UVA)

Dinners are held once a month that highlight different cultures and foods. This event allows for residents of the UVA to interact with one another as well as HSC SA staff and form new connections.

- **New International Students Meet & Greet Welcome Luncheon**

Tuesday, August 13, 2019

Held annually and hosted with our campus partners in the Office of Admissions & Records to give insight to our new international students on opportunities available to them while transitioning to a new city, state and university campus life.

- Per student feedback and HSC campus culture, OU Cousins transitioned to **International Students & Friends**. New programming will allow for participation on various levels as well as utilizing HSC Crimson Club as ambassadors to international students.

- **VMA Welcome Social** | Hosted by Multicultural Student Services

Tuesday, August 20, 2019

Held annually during Welcome Week | Welcoming student veterans, active duty and family and friends of the military to the HSC campus and how to get involved in the organization.

- **Multicultural Student Organizations Meet & Greet** | Hosted by Multicultural Student Services

Wednesday, August 21, 2019

Held annually during Welcome Week to showcase the multicultural organizations available at the HSC campus.

- **2019 NASA See HSC Day** | Hosted by Native American Student Association (NASA)

Wednesday, September 4, 2019

NASA See HSC Day is an event targeted towards high school, college and current OUHSC students as well as any person that identifies as Native American and has an interest in the field of health care. In hopes to celebrate and increase campus diversity as well as give insight to Native students as they consider a career in the helping profession to care for their fellow Oklahomans.

- **“I am More than My Hair”** | Hosted by HSC Multicultural Student Services

Thursday, October 24, 2019

Led by a student/staff/faculty panel sharing cultural beliefs regarding hair within a respective culture.

- **Leadership HSC Unity Dinner** | Hosted by HSC Student Affairs

Wednesday, October 30, 2019 | 5 p.m.

Leadership HSC students invite other students who holds a different perspective from their own to a long-table dinner celebrating each individual’s unique story and journey to the Health Sciences Center.

- **2019 Native American Heritage Week** | Hosted by HSC Native American Student Association

November 4-7, 2019

Annual week observance hosted by our Native American Student Association (NASA) celebrating the Native American heritage by showcasing native art, native history, and health education that effect the native communities.

- **Veterans and Military Alliance (VMA) Veterans Day Observance Luncheon**

Thursday, November 7, 2019

The Veterans Day Observance Luncheon recognizes, honors and says thank you to our faculty, staff and students who served and are currently serving in one of our military branches.

- **2019 Global Thanksgiving** | Hosted by HSC1 and International Students & Friends

Tuesday, November 21, 2019

Luncheon for students honoring the thanksgiving season.

- **Unity in Health** | Hosted by HSC Student Government Association

Wednesday, November 20, 2019

Unity in Health, previously *Unity in Medicine*, is a student-led initiative with the aim of addressing the topic of diversity on the OUHSC campus. The purpose of Unity in Health is to shed light on the rich diversity

represented at our comprehensive academic health center and promote interdisciplinary collaboration by bringing together students, faculty, and staff from all seven colleges.

### Spring 2020

- **2020 Chinese New Year** | Hosted by University Village Apartments  
Wednesday, January 22, 2020  
Community dinner for all University Village tenants and guests.
- **2020 MLK, Jr Celebration** | Hosted by HSC African American Student Association  
**Featured: Dr. Bernice A. King**  
Wednesday, January 29, 2020  
A premier campus wide event hosted by the HSC African American Student Association (AASA). An event dedicated to celebrating the life, legacy, and dream of Dr. Martin Luther King, Jr.
- **2020 Physician Associate (PA) Program Diversity Day** | Hosted by HSC Multicultural Student Services and PA Program Diversity Committee  
Tuesday, February 18, 2020  
A day dedicated to first year PA students to discuss diversity in health care within a small group setting as well as a general session including guest speakers, panel discussions and/or documentaries.
- **2020 Diversity Celebration** | Hosted by HSC Student Government Association  
Thursday, February 20, 2020  
A celebration held each year highlighting all multicultural student organizations on campus.
- **2020 Celebrating Black History Month Lunch & Learn** | Hosted by HSC African American Student Association  
Tuesday, February 25, 2020  
Documentary and discussion regarding the origin of “soul” food and the impact within black culture.
- **2020 Celebrating Black History Month Community Dinner** | Hosted by University Village Apartments  
Wednesday, February 26, 2020  
Community dinner for all University Village tenants and guests.

Due to COVID-19, scheduled programming moved to virtual or postponement.

### HSC PARTNERED PROGRAMMING

In order to compliment student’s experiences at the OU Health Sciences Center Campus both inside and outside the classroom, HSC Student Affairs intentionally programs with departments and offices across campus and community to promote interdisciplinary opportunities for all students; creating an environment of inclusivity and collaboration across cultures, disciplines, and backgrounds.

- **Leadership HSC Class of 2020** | Hosted by HSC Student Affairs  
Thursday, February 27, 2020  
The premier HSC leadership program for first year students across all seven colleges. Session IV included diversity education led by Diversity, Equity & Inclusion team member.
- **All Professions Day**  
Friday, February 28, 2020  
The elements of the Community Dialogues program, previously co-hosted with HSC Student Affairs, the Office of Diversity, Equity, and Inclusion, and the Office of Interdisciplinary Programs, has been moved to All Professions Day with an intent for an interprofessional discussion regarding diversity and inclusion.
- **Recruiting Assembly** | OU Medicine, Inc. and OU Health Sciences Center

Monday, March 2, 2020

HSC College Partners (student recruiters and student services representatives) and OUMI Employee Recruiters met for an information session, introductions, and facilitated conversations about ways both entities can partner. Both entities shared best practices for recruiting students and employees, way to make the process more equitable, and how we can prepare a prospective student for their educational career at OUHSC and professional career at OUMI.

- **Multicultural Student Services** *planning numerous Zoom calls with multiple organizations and multicultural leaders during the online instruction season.*
- **2020 Veterans Military Alliance Graduation** | Hosted by HSC Multicultural Student Services Wednesday, April 29, 2020 – This events is under review due to COVID. Number of involved students has tripled since 2016.
- HSC candidates of graduation are included in the **Gender + Equality Center’s Lavender Graduation.** Date not available nor has the event been cancelled at this time. Looking to celebrate virtually.
- **Sooner Standard Volunteer Days** | Organized by HSC Student Affairs Sooner Standard promotes volunteerism and involvement in the community. Students are encouraged work hand-in-hand with faculty and staff to provide assistance to non-profit organizations that benefits the local community. Through volunteerism, students are exposed to issues that persist in the community, to the perspectives of individuals in need, and to the leadership styles of successful organizations.

### **HSC REGISTERED STUDENT ORGANIZATIONS**

The University of Oklahoma Health Sciences Center boasts eighty registered student organizations (RSOs). RSOs cover a wide variety of interest including academic initiatives, special interest groups, recreational sports, religious groups, honor societies, hobbies, culture clubs and more. Specifically, HSC multicultural registered student organizations provide multiple programming options for the HSC Campus. Created to maintain a culturally diverse student environment, these organizations provide educational opportunities on varying cultures on campus and supporting current students.

- **Number of HSC registered student organizations: 80**
- **Multicultural registered student organizations** | 10 Campus-wide & College specific (12%)
  - African American Student Association (Campus-wide)
  - Asian American Professional Student Association (Campus-wide)
  - Hispanic American Student Association (Campus-wide)
  - International Student Organization (Campus-wide)
  - Muslim Health Professionals Student Association (Campus-wide)
  - Native American Student Association (Campus-wide)
  - Oklahoma City Chinese Student and Scholars Association (Campus-wide)
  - Lumina – LGBTQ+ (Campus-wide)
  - Medical Spanish Organization (College of Medicine)
  - Diversity Council (College of Dentistry)

## HSC STUDENT AFFAIRS | SPACE & ADMINISTRATION

The University of Oklahoma Health Sciences Center is committed to creating and maintaining spaces for all students and groups on campus. Efforts include partnerships within the OU Medicine Enterprise to provide equal opportunities for healthcare career exploration, including preferred pronoun options on various applications, expanding Counseling Services to meet student need, establishing gender neutral bathrooms, and training campus staff and faculty.

- Designations of gender neutral bathrooms at HSC in summer 2019. HSC Student Government Association (SGA) voted in favor on a bill of support for this designation in April 2019. Signage installed January 2020.
- Updated HSC Campus Awards Ceremony applications, in spring 2019, to include preferred pronouns for scripting.
- Working with outside vendor and College of Pharmacy faculty member regarding the translation of recruitment materials. Materials completed in February 2020.
- Expansion of HSC Student Counseling Services offices for optimal therapeutic spaces.
- Inclusion of gender transition surgery in Academic Health Plans' Student Health Insurance.
- Creation of shared position between OU Medicine and HSC Student Affairs for design and implementation of a formal shadowing and experiential program allowing all prospective pre-health students access for career exploration. Employee started in November 2019.
- A current initiative of HSC SGA President is to explore/implement positions on the HSC SGA Executive Council that will represent veteran/military students as well as LGBTQ+ students. Discussed at HSC Student Leadership Retreat in August.
- Campus Event Response Team (CERT) aids in ensuring student safety and support. Established in December 2017, HSC CERT has 30 trained members. Most recent training completed in July 2019.
- In partnership with Admissions & Records, HSC International Student Orientation transitioned to online videos allowing for in-person time to be utilized for relationship building.

### CAMPUS-WIDE EFFORTS

HSC Student Affairs partners with colleges and departments across campus to provide comprehensive developmental experiences for our students, regardless of educational program they're enrolled in. This is done by centralizing student recruitment efforts among colleges, orienting students to campus, providing spaces to congregate and experience the campus, and more.

- Connect U Orientation dates with College of Medicine PA Program, College of Dentistry DDS program and College of Nursing bachelor programs.
  - Academic– Students will learn about the skills they need to succeed in dental, nursing and PA programs. Subtopics within this session would include time management, organization skills and study skills. With a brief commercial break that provides information about our Writing Center.
  - Self– Students are learning about self-care in order to persist and succeed in dental school. Subtopics within this session would include self-reflection, coping with failure and burn out. With a brief commercial break that provides information about our IM Sports.
  - Diversity Education – Students are exploring personal biases and the expectations within an academic health care center.
  - Community– Students are learning about interpersonal skills pertaining to their interactions in the college. Subtopics within this session would include finding a support system, handling criticism and teamwork. With a brief commercial break that provides information about our Multicultural Student Services and organizations.

- Summer 2020 Connect U Workshop Dates:
  - Nursing: Pre-recorded and released as following:
    - TBSN/ABSN May 11 & 12, 2020 | RN/LPN to BSN June 24, 2020 | MSN-ED June 26, 2020
  - DDS: Live on Zoom | June 4, 2020
  - PA: August 2020
  
- HSC Centralized Recruitment
  - Attended the Black Elected Officials Fair, August 2019, hosted by the state senators in Oklahoma County, aimed at enhancing the knowledge and availability of careers for students in this area of OKC.
  - Attended American Indian Visitation Day with Norman Campus Oklahoma Admissions & Recruitment August 19, 2019.
  - HSC Native American Student Association See HSC Day in September 2019 yielded the attendance of 30 tribal organizations and 89 attendees from various high schools in the state. This event was held on September 4, 2019.
  - Attended the Tomas Rivera Educational Empowerment (TREE) conference on November 22, 2019.
  - HSC has established a partnership and representation on the Classen School of Advanced Studies @ Northeast Health Sciences Advisory Board. Attended Classen SAS's career fair in February 2020.
  - Attended the 2020 Latinos without Borders Conference on Norman campus on March 6, 2020.
  - Annual visits to Langston University for recruiting, including expansion of the Summer Immersion Program (SIP) to include students from Langston University.
  - Working with student led committee from Norman Campus to host an exploration day for underrepresented minority high school students interested in health sciences on Saturday, April 18, 2020. Exploring options for telecommunication in place of in person meeting.
  - Virtual hosting of Discovery Days for OU Medicine, Norman campus and HSC employees' dependents interested in pre-health. | Virtually June 8 - 12, 2020.
  - Virtually hosting Summer Immersion Program (SIP) for University of Oklahoma – Norman & Tulsa campuses, Langston University, University of Central Oklahoma, and Oklahoma City Community College. | Virtually July 27 – 31, 2020.
  
- HSC Student Union
  - HSC Student Affairs: Multicultural Student Services hosted **36** events and meetings in the HSC Student Union from August 1, 2019 – February 29, 2020.
    - Estimated total attendance: **883**
  - Additionally, Multicultural Student Organization groups reserved **36** events and meetings in the HSC Student Union from August 1, 2019 – February 29, 2020.
    - Estimated total attendance: **670**
  - Continuation of the following best practices: a) meditation spaces in HSC Student Union; **2)** lactation spaces in HSC Student Union 3) offering take-away containers for those students observing religious based fasting.