Reframing DEI Challenges into Opportunities

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Agenda

Discuss legal challenges to DEI

Describe a potential framework to face challenges

Examine programs created to broaden participation while being compliant with new laws
Legal Challenges to DEI in Higher Ed

• State-level
  • In 2023, 22 states introduced bills that would prohibit colleges and universities from:
    • Having diversity, equity, and inclusion offices or staff;
    • Requiring mandatory diversity training;
    • Using diversity statements in hiring and promotion;
    • Or using race, sex, color, ethnicity, or national origin in admissions or employment.
  7 Became laws in 5 states: Florida, North Carolina, North Dakota, Tennessee, and Texas

• Students for Fair Admissions v. Harvard (2023)
  • End of race-conscious admissions in higher ed
Threats and Challenges

• The Biopsychosocial Model of challenge and threat suggests how one perceives a situation impacts one’s performance (e.g., Blascovich et al., 2003)
  
  • **Challenge State:** The situation is perceived as an opportunity to use available resources effectively to overcome demands
    • Responses: Positive mindset, focusing on controllability and growth opportunity; active engagement and persistence to succeed
  
  • **Threat State:** The situation is perceived as overwhelming, with insufficient personal resources to meet demands
    • Responses: Negative thoughts, anxiety, and lack of confidence; tendency to withdraw or avoid the task.
  
• Cognitive appraisal and emotional regulation are critical for performance
Back to the Drawing Board

• My approach to this work
  • Intentional
  • Strategic
  • Collaborative
Intentional

• “Begin with the end in mind.”
• Question assumptions – even your own
• Establish measurable outcomes
Strategic

• Outline goals and expectations
• Draw from established best practices and evidence-based models
• Cast a wide net
Collaborative

- Engage with all institutional stakeholders
- Leverage your networks
- Call people in – not out
Response to Proposition 209 (CA)

• Proposition 209 (1996) prohibited state governmental institutions from considering race, sex, or ethnicity.
  • UCLA Vice-Provost’s Initiative for Pre-College Scholars (VIPS) Program was established in response to the declining number of UR students admitted to university
  • Prepares historically underrepresented students in 11 high schools to become competitively eligible for admission to college
• Outcomes
  • 97% of all VIPS participants matriculated into a four-year private or public university
  • 63% of all VIPS participants matriculated into a UC
  • 51% of all VIPS participants have been accepted for admission to UCLA
Our Campus Efforts to Address SB 17

• Broadening Equity and Access in Medicine Scholars (BEAM) Program
  • Visiting elective program open to students of all backgrounds
    • With a focus on engaging students interested in promoting equitable access to health care
    • Goal to recruit competitive students for residency programs at UT Health San Antonio
  • Programming
    • 4-week elective rotation
    • Academic enrichment, professional development, and community engagement activities
    • Near-peer mentorship
  • BEAM Participants who join residency programs at UT Health San Antonio can join the BEAM Resident Scholar community
  • Recruited 9 scholars for 2023 cohort