

Anti-Racist Resources at CUIMC

General

Report of CUIMC Task Force for Addressing Structural Racism

The deans of the four Columbia University Irving Medical Center schools appointed a task force in July 2020 to review ways to reduce the impact of racism in health care and the health sciences. Read the full report [here](#).

Contacts for Diversity, Equity, and Inclusion

Contacts for Diversity, Equity, and Inclusion at CUIMC for CUIMC faculty, students and staff can be found [here](#).

REPORTING A BIAS INCIDENT

[Office of Equal Opportunity and Affirmative Action](#)

Phone: 212-854-5511

Email: eoaa@columbia.edu

[Ombuds Office](#)

Address:

154 Haven Avenue

Room 412

Phone: 212-304-7026

Columbia Science and Health Equity Lecture Series

This [lecture series](#) is part of the recommendations made by the CUIMC Task Force for Addressing Structural Racism and aims to increase the focus on racial/ethnic health disparities and solutions research, as well as training/nurturing future researchers for this work. This series brings together distinguished scientists and scholars from within the Columbia community and from other institutions whose work focuses on key aspects of health inequity.

Vagelos College of Physicians and Surgeons

CUIMC Office of Faculty Professional Development, Diversity & Inclusion

The [Office of Faculty Professional Development, Diversity and Inclusion](#) offers a number of resources to support diverse faculty members such as mentoring from Faculty Advisory Deans, sponsorship opportunities and programs.

Office of Diversity and Multicultural Affairs

The [Office of Diversity and Multicultural Affairs](#) at the Columbia University Vagelos College of Physicians and Surgeons was established in 1968 to directly support the college's focus on recruiting, counseling and nurturing a diverse student body.

VP&S Office for Women and Diverse Faculty

The [VP&S Office for Women and Diverse Faculty](#) was formed at the recommendation of the [2019 Report and Recommendations from the Vagelos College of Physicians and Surgeons Dean's Advisory Committees for Women Faculty and CUIMC Faculty Diversity, and Inclusion](#). The work of this office is to provide targeted outreach and resources to faculty including peer mentorship groups, career guidance, and coaching for women and diverse faculty across various career paths. Additionally, the office works to engage the larger VP&S community to promote a culture of equity and respect.

School of Nursing

Columbia University [School of Nursing](#) is committed to social justice and health equity, promoting an anti-racism environment and fostering a culture of inclusion. Diversity in our education, research, practice and our programming within and outside our community leads to transformation, innovation and leadership in nursing.

Office of Diversity and Cultural Affairs

The [Office of Diversity and Cultural Affairs](#) serves as an internal support system to help advance our social justice and health equity mission and foster a culture of inclusion.

Center for Research on People of Color

The [Center for Research on People of Color](#) was established in 2020 at the Columbia University School of Nursing. [Jacquelyn Y. Taylor](#), PhD serves as founding director of the center. Its vision is to serve as a hub for effective interdisciplinary scholarly work focused on health equity and justice for people and communities of color.

College of Dental Medicine

Office of Access, Equity and Inclusion

The [Office of Access, Equity, & Inclusion](#) serves as the internal support system for underrepresented minority students, faculty and staff, and plays an integral role in the recruitment and retention of underrepresented students. The OAEI has implemented various programs to increase the training of underrepresented minorities in the College of Dental Medicine predoctoral and postdoctoral programs. The Office also mentors several student groups, including chapters of the [Student National Dental Association \(SNDA\)](#)([link is external and opens in a new window](#)) and the [Hispanic Student Dental Association \(HDA\)](#)([link is external and opens in a new window](#)), and the [CUMC Queer and Ally Partnership \(LGBTQ\)](#).

Mailman School of Public Health

Columbia Public Health FORWARD

In summer 2020, Dean Linda Fried and the senior leadership team launched [Columbia Public Health FORWARD](#) (Fighting Oppression, Racism and White Supremacy through Action, Research and Discourse)

to accelerate the transformation of our school into an antiracist, multicultural, and fully inclusive institution in all aspects of its culture and operations, as well as into a global leader in dismantling the toxic structures that continue to support racism and health inequities. Our goal is both to transform ourselves and our world, and to provide a model and roadmap for other academic institutions to follow suit.

For Students

[The Office of University Life](#) provides resources for combatting anti-black racism for students such as books, films and podcasts gathered by members of the [Task Force on Inclusion and Belonging at Columbia](#), in partnership with [Columbia Libraries](#). It also offers a list of [organizations advocating for justice](#) across the country and a [Columbia conversation about race](#).

For Faculty and Staff

Office of Work/Life

[The Office of Work/Life](#) fosters the well-being of the Columbia community and its people in their pursuit of meaningful and productive academic, personal and work lives.

Columbia Employee Assistance Program

The Columbia [Employee Assistance Program](#) is a network of free or discounted services to support your personal success and help with everyday challenges. Humana is the EAP provider.

CopeColumbia

In response to the COVID-19 pandemic, the Department of Psychiatry partnered with ColumbiaDoctors and NewYork-Presbyterian to develop [CopeColumbia](#), which provides information and resources for the CUIMC community, including counseling sessions, peer support groups, guided meditations and suggested reading, for managing stress, fear and anxiety.

CUIMC HR Office

The [CUIMC HR Office](#) provides a number diversity and inclusion resources for its staff. CUIMC Staff [Employee Resource Groups](#) are voluntary groups of employees who join together in their workplace based on shared characteristics or life experiences, and serve as a resource for members and the organization by fostering a diverse and inclusive workplace aligned with organizational goals.

- [Join a CUIMC Employee Resource Group \(ERG\):](#)
 - [African, Black, Caribbean ERG](#)
 - [LatinX ERG](#)
 - [LGBTQ+ ERG](#)
 - [ABC ERG Book Club Winter 2019](#)
 - [WIT Winter Events](#)

For Faculty

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Office of the Vice Provost for Faculty Advancement, Diversity and Inclusion

The [Office of the Vice Provost for Faculty Advancement, Diversity and Inclusion](#) promotes and nurtures a vibrant climate of inclusive excellence through creative collaboration with University partners. Our primary focus is on fostering faculty development, diversity, planning and community-building initiatives that will allow faculty to thrive.

Teaching Resources

Guide for Inclusive Teaching at Columbia

The [Guide for Inclusive Teaching at Columbia](#), developed by the Columbia University Center for Teaching and Learning, offers five inclusive teaching principles derived from research and evidence-based practices. In addition, the guide contains practical, accessible and usable strategies that instructors can use *immediately*.

VP&S Guidelines for Promoting a Bias Free Curriculum

Inclusion is a value of Columbia University Vagelos College of Physicians and Surgeons. [These guidelines](#) for educators are intended to combat systemic racism and bias, which decrease our ability to provide equitable medical care, and to increase inclusion within our medical school. Through these guidelines, co-created by VP&S students, faculty and administrators, we aim to foster dialogue and encourage community learning around issues of bias in medicine.

Faculty Searches

Guide to Best Practices in Faculty Search and Hiring

[This guide](#) is intended to provide assistance to department chairs and search committee chairs and members engaged in hiring new faculty. It is written as a living document; in that spirit, we invite feedback on what works, what doesn't and what should be added.

Mentorship

Faculty Advisory Deans

[VP&S faculty deans](#) offer one-on-one appointments with faculty to discuss and provide tailored guidance on career development.

National Center for Faculty Development and Diversity

[Columbia University](#) is an institutional member of the [National Center for Faculty Development & Diversity \(NCFDD\)](#). The NCFDD is a nationally-recognized independent organization dedicated to supporting faculty, particularly under-represented faculty, post-docs and graduate students in

making successful transitions throughout their careers. NCFDD provides online career development, training and mentoring resources.

CUIMC Academy of Community and Public Service

The [Academy of Community and Public Service](#) was established in 2020 to recognize exceptional community service efforts by faculty members of the Vagelos College of Physicians and Surgeons. The ACPS has been expanded to honor and recognize faculty members of our four health sciences schools, the College of Dental Medicine, the Mailman School of Public Health, the School of Nursing and the Vagelos College of Physicians and Surgeons.

Columbia University LGBTQ+ Resource Guide

The [Office of the Vice Provost for Faculty Advancement](#) has compiled the [LGBTQ+ Guide](#), along with this website, to serve as a clearinghouse of information for members of the LGBTQ+ community and those who aspire to be better allies. Though our primary audience is our faculty, this list offers a wide range resources for the entire Columbia community. We encourage students to visit the Office of University Life's website, [Resources for Promoting LGBTQ+ Inclusion](#).

AAMC Sponsorship

The Office of Faculty Professional Development, Diversity & Inclusion and VP&S Office for Women and Diverse Faculty [provides funds](#) to partially cover the registration costs of full-time VP&S faculty members who participate in the Association of American Medical Colleges professional development seminars for women and minority faculty. Faculty must contact the Office of Academic Affairs prior to applying to the seminars in order to take advantage of these opportunities.