

“New” Role in the Diversity & Inclusion Office



UMass Chan
MEDICAL SCHOOL

Diversity &
Inclusion Office

February 5, 2026 | Faculty Council

Jeanna Lee, PhD

Asst Dir Equity, Inclusion, Campus Climate

- Clinical psychologist
- 2012: Fellowship in Primary Care Psychology & Medical Teaching
- Asst. Professor Family Medicine & Community Health, Psychiatry



MARLINA DUNCAN, EdD
Vice Chancellor of Diversity and
Inclusion



LYNN HERNÁNDEZ, PhD
Asst Vice Chancellor of
Diversity and Inclusion



JEANNA LEE, PhD
Asst Director for Equity,
Diversity & Climate
Title IX Coordinator



ANGELA PRINTY
Data Analyst



HOLLY BROWN
Administrative
Manager



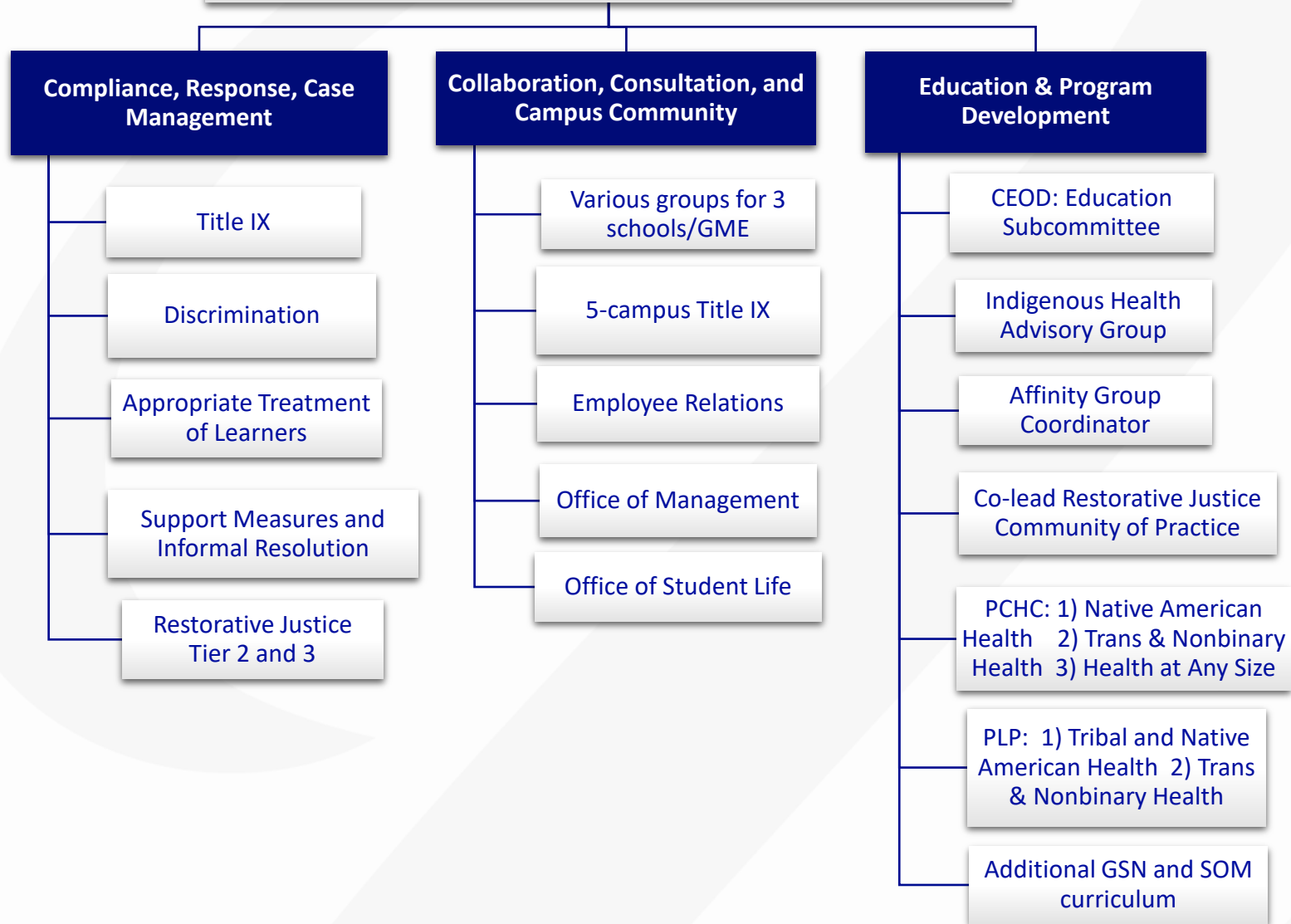
JORGE SANCHEZ, MEd
Program Director of Diversity
and Inclusion at ForHealth
Consulting



Diversity & Inclusion
Office

DIO Team

Assistant Director of Equity, Inclusion, Campus Climate



Committee on Equal Opportunity & Diversity

Mission & Purpose

- The CEOD advises the Diversity & Inclusion Office in advancing UMass Chan's mission to improve health and wellness through education, research, health care delivery, and public service.
- Grounded in the Guiding Values of Health Equity, Collaboration, Service, Accountability, and Belonging, the CEOD translates institutional commitments into action.
- The committee organizes its work across four focus areas: Advocacy, Education, Service, and Belonging.



CEOD: Mission & Purpose

Advocacy

Jorge Sanchez & Katie Stickney

- Strengthen equity-centered policies, compliance, and institutional accountability.

Education

Jeanna Lee, Jill Zitzewitz, Sarah Lee, & Lauren Shumate

- Advance equity-centered learning, inclusive teaching, and professional development across UMass Chan.

Service

Lynn Hernandez & Che Anderson

- Institutionalize service that advances equity, civic engagement, and community well-being.

Belonging

Holly Brown & Angela Printy

- Build a campus culture where every person feels respected, connected, and supported.



To join, email
CEOD@umassmed.edu

Education subcommittee co-chairs



Jill Zitzewitz, PhD

Assoc. Professor, Radiology



Sarah Lee

MD/PhD Student



Jeanna Lee, PhD

Asst Professor, Family Medicine &
Community Health, Psychiatry



Lauren Shumate

MD/PhD Student



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Critical Junctures Project



My intent is to promote inclusive learning while avoiding bias.

If you identify opportunities for addressing bias or improving representation in the course content or instructional delivery, I encourage you to share them with either:



- <UPDATE Add your name and email>
- <UPDATE Your course faculty or leadership>
- Contact the DRIVE Initiative at DRIVE@umassmed.edu or scan the QR code to send feedback **confidentially** to DRIVE



I commit to apply the DRIVE goals

• SOM elective

- GSN independent study
- GSBS independent study

Indigenous Health Advisory Group

Community

Programming and Service for Indigenous community

- Hassanamisco Wellness Newsletter
- Tables at Hassanamisco Wellness Fair
- Future powwows, events with Nipmuc and Wampanoag

Collaboration

Education and Training Opportunities for UMass Chan community

- Library Guide
- SOM: PCHC
- SOM: PLP
- GSN Nursing

Representation

Recognition of Indigenous people, history, culture on our campus

- Land Acknowledgment
- Commissioned Artwork
- Garden of native plants
- Farmer's Market
- Library Display

Defining Restorative Justice

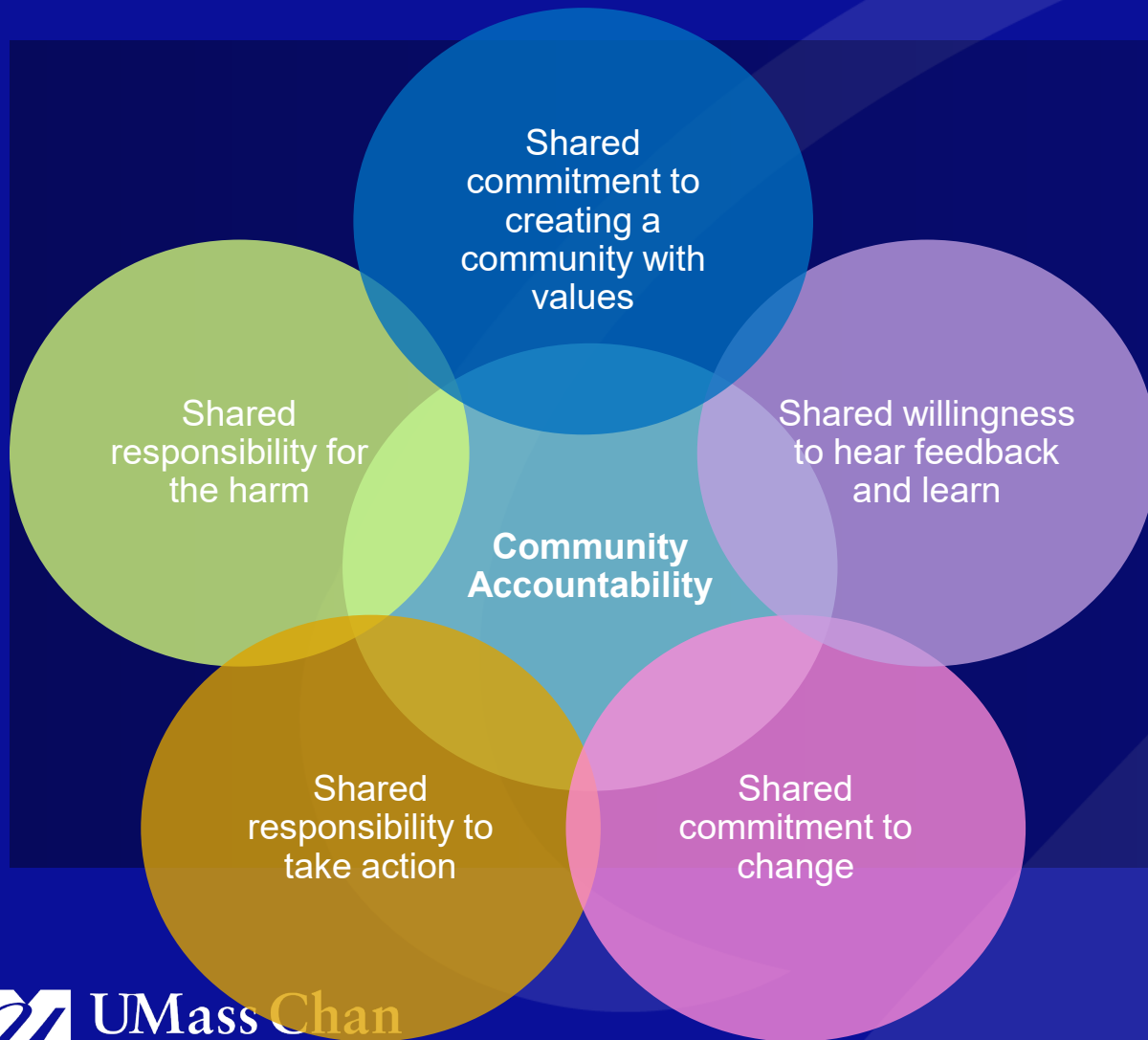
Restorative justice is a way to **prevent or respond to harm in a community** with an emphasis on healing, social support, and active accountability. RJ includes a variety of practices with many rooted in indigenous and religious traditions. Some practices help prevent harm by helping people **build relationships and strengthen communities**. Other practices respond to harm by helping to **clearly identify harms, needs, and solutions** through an inclusive and collaborative decision-making process.

- University of San Diego's Center for Restorative Justice



Core Principles: Community Accountability

Shifting from “what can I do”
to “what can we do?”



Restorative Justice Approach



Scan this QR Code to
request a consultation
for RJ Community or
Climate circles



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What is Restorative Justice (RJ)?

- ▶ A framework for building relationships and strengthening communities
- ▶ RJ is for everyone – no matter your story, background, or identity
- ▶ Evidence supports reduced occurrences of harm in communities supported by RJ framework
- ▶ A process for response to harms felt by community members that focuses on identifying the needs of all community members and identifying solutions through an inclusive and collaborative process

*Fostering meaningful connections among
faculty, staff, and learners to build a
supportive, inclusive community.*

RJ Community of Practice

This group of trained facilitators includes faculty, staff, and learning community members from UMass Chan (pictured above). They can provide support to help groups, departments, and communities identify their values, reaffirm a mission or goal, and/or navigate situations causing stress, duress, or crisis.

*“There is no power for change greater than a community
discovering what it cares about.”*

- Margaret J. Wheatley

Restorative Justice has been endorsed by the Association of
American of Medical Colleges (AAMC):

- ▶ since 2020 to support community building and harm prevention
- ▶ since 2018 for responding to harm or mistreatment in communities

Scan QR Code to request
a consultation



Diversity &
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Protective Policies

Title IX Grievance

Protected from sexual harassment:

- Quid pro quo
- Hostile environment Sexual assault
- Dating violence
- Domestic violence
- stalking

Protected classes:

- sex stereotypes
- sex characteristics
- pregnancy, related conditions
- sexual orientation
- gender identity & expression



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Discrimination Grievance

Protected classes:

- Age (40+)
- Marital status
- Sex
- Sexual orientation
- Gender identity & expression
- Natural and protective hairstyle
- Genetic information
- Pregnancy and related conditions
- Disability (mental or physical)
- Political belief or affiliation
- Veteran Status
- Race
- Color
- Caste
- Creed
- Religion
- National origin

** any other characteristic protected by law

Appropriate Treatment of Learners

Examples:

- Insulting conduct to a learner
- Inappropriate anger
- Humiliation
- Culturally insensitive language
- Inter-learner conflict
- Issues with a sexual undertone
- Culturally marginalizing conduct
- Insensitive language usage
- Harsh language



Reporting link

DIO Website:

Umassmed.edu/DIO/reporting



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Jeanna Lee, PhD, assistant director of equity, inclusion and campus climate, is responsible for development, implementation and administration of policy and programming aimed at improving equity and inclusion throughout UMass Chan Medical School.

Dr. Lee is available to assist any individual or group in the UMass Chan community that feels marginalized, harassed or otherwise unsafe in their working and/or learning environment due to discrimination.

She has been trained in restorative justice and will collaborate with the Diversity and Inclusion Office on restorative justice implementation.

Dr. Lee is responsible for responding to:

1. Reports of harassment on the basis of sex, gender or pregnancy and related conditions (Title IX):

Title IX report

Click here

2. Reports of discrimination or bias from learners ([Appropriate Treatment of Learners](#)):

ATL report

Click here

3. Reports of discrimination or bias from faculty and staff:

Discrimination report

Click here

For inquiries or collaboration, please email jeanna.lee@umassmed.edu or diversity@umassmed.edu

Sample Online Report Form



Responsible Employee

An employee

- (a) who, because of their position within the UMass Chan, must report **known** or **possible incidents** of Sex Discrimination, including Sex-based Harassment, by students or employees to the Title IX Coordinator or
- (b) who has the authority to take action to redress Sexual Discrimination or who a student reasonably believes has this authority or duty.

- Chancellor; Vice Chancellors
- Provost; Vice Provosts
- Deans; Associate Deans
- Faculty Directors of Centers, Institutes, and Programs
- Faculty responsible for teaching students
- Faculty or staff responsible for advising students
- Faculty who directly oversee student activities sanctioned by the UMass Chan Medical School
- All Department heads and Chairs;
- Employees specifically tasked with responding to Sex-based Harassment and sexual violence (excluding confidential employees)

Responsible Employees are
mandated to report any
concern for Title IX violations

Confidential Employees have privileged communication

- (1) “[a]n employee of UMass Chan Medical School whose communications are privileged or confidential under Federal or State law,”
- (2) an employee of UMass Chan Medical School who has been designated as confidential for the purpose of providing services to persons related to sex discrimination
- (3) an employee of a postsecondary institution who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about sex discrimination.

Confidential status is “only with respect to information received while the employee is functioning within the scope of their duties to which privilege or confidentiality applies”

UMass Chan Confidential Employees:
Student Counseling Services
Student Health Services

Pregnancy or Related Conditions

Protected by Title IX

- (1) Pregnancy, childbirth, termination of pregnancy, or lactation;
- (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

All employees required to...

- Provide Title IX Coordinator contact information to any student or employee who discloses one of these conditions to them
- Title IX Coordinator is responsible for coordinating accommodations

Reporting Process: ATL, Discrimination, Title IX concerns

Incident

- mistreatment occurs
 - Unsolicited and unwanted
 - Severe or pervasive pattern
 - Environment no longer feels safe

Report

- Filed online:
 - Complainant*
 - Witness*
 - Official with Authority
 - Responsible Employee
- Reviewed by...
 - Dr. Lee (all 3)
 - Dr. Acosta (ATL only)

Outreach

- within 2 business days to
 - Gather details
 - Understand needs
 - Explain policy
 - Set expectations
- provide consultation about options
- Connect to support

Outcome Options

- No Further Action
- Informal Resolution
- Formal Resolution

* Can be anonymous or identified

Assistant Director of Equity, Inclusion, Campus Climate

