

Diversity, Equity and Inclusion Report

DOCTOR OF DENTAL SURGERY
2018-2019



School of Dental Medicine

UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

DENTAL. INTEGRATED FOR HEALTH.



Top Colleges for Diversity

“Erasing Equity Gaps”

– Colorado Department of Higher Education



Strengthening our Community

It's a pleasure to share with you the University of Colorado School of Dental Medicine's 2018-2019 Diversity, Equity and Inclusion Report for the Doctor of Dental Surgery (DDS) program.

The Office of Diversity's annual report is a reflection of the commitment and collective efforts of the School of Dental Medicine's (SDM) leadership team, faculty, staff and students to promote access, diversity, equity and inclusion.

We believe people of different backgrounds bring unique perspectives that help advance learning at our institution. **Our theory is greater diversity enhances our ability to innovate dental medicine, teach one another, learn from each other, and contribute to our communities.**

Since 2015, the SDM has created a strategic diversity plan to recruit and retain students. Some of the initiatives include:

- Increasing access to dental education through pipeline programs and scholarships;
- Promoting a school-wide climate of respect; and
- Establishing a CU Dental student success team.

Through our systemic and intentional dedication to institutional transformation, we continue to work toward creating an inclusive environment where faculty, staff and students can thrive. **Our success is dependent on our continued commitment and contribution of each member of the SDM.**

Sincerely,

Dean Denise Kassebaum, DDS, M.S.



Making History

The CU School of Dental Medicine continues to make significant increases in diversifying our DDS student body. **In Fall 2018, we welcomed the most diverse class in our school's history.**

- **More than half (52 percent) of the Fall 2018 class are female, which is up from 17 percent in 2013.**
- **Forty-three percent of the Fall 2018 class identify as students of color.**
- **Students of color, who are enrolled in the DDS program, have increased by 69 percent since Fall 2013.**
- **Twenty-six percent of the class of 2018 come from under-represented minority populations (URM), an increase by 77 percent since Fall 2013.**
- **Our first generation enrollment has increased considerably, making up 30 percent of the overall enrollment, up from six percent in 2013.**

In 2018, we received the *INSIGHT into Diversity* Higher Education Excellence in Diversity (HEED) Award for “demonstrating an outstanding commitment to diversity and inclusion.” The School of Dental Medicine was recognized by the Colorado Department of Higher Education for best practices in erasing equity gaps in 2019.



FEMALE



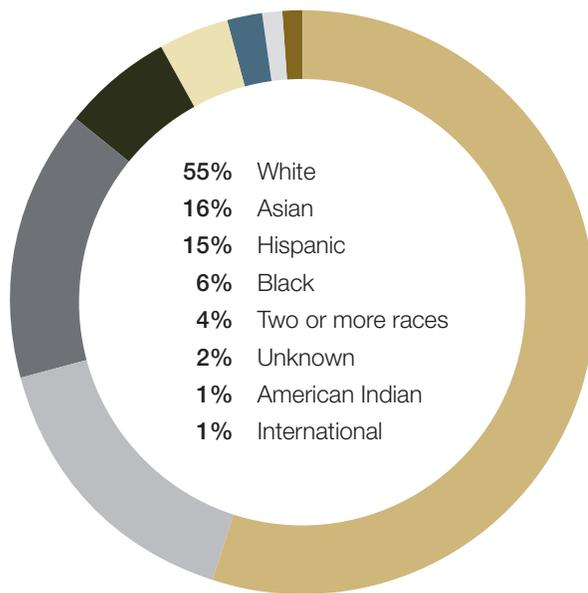
STUDENTS OF COLOR



FIRST GENERATION



Overall DDS Student Enrollment Fall 2018



* 2% Unknown

**Minority includes American Indian, Asian, Black, Hispanic, Pacific Islander and two or more races.



“I love the fact that a group of students had the opportunity to form a Multicultural Student Dental Alliance (MSDA) organization where everyone and every culture can be represented,”

said **Brittni Bent (DDS, '21)**. “MSDA has recognized cultural celebrations such as, to name a few: Diwali, Holi, and Black History month. Today, I serve on the Executive Board of MSDA and it has been an honor to recognize diversity in every aspect of our school.”



Creating Opportunities and Building Support

The Office of Diversity has created several events, programs and support groups—enhancing an inclusive environment within the School of Dental Medicine.

- **Bachelor of Arts/Bachelor of Science-Doctorate of Dental Surgery (BA/BS-DDS)** aims to promote diversity and to better serve the healthcare needs of Colorado by assembling outstanding students from diverse backgrounds.
- **Diversity Celebration**, an annual festivity featuring educational exhibits, entertainment and foods. This event provides an environment for fostering relationships and encouraging thoughtful and reflective exploration of difference.
- **Diversity Council** serves and advises the SDM's strategic actions and our programs within our school, fostering a culture of inclusion.
- **Multicultural Student Dental Alliance (MSDA)**, a student organization viewed as a forum and way to voice, uphold opinions amongst students, initiate conversations, organize events and implement the organization's activities.
- **Post Baccalaureate Program** is a one year intensive program concentrating on the sciences, significance of manual dexterity and meaningful activities within the Denver-metro community. This program helps students improve and strengthen their academic credentials, fulfill prerequisite courses and ease the academic stress of the first year of the dental curriculum.

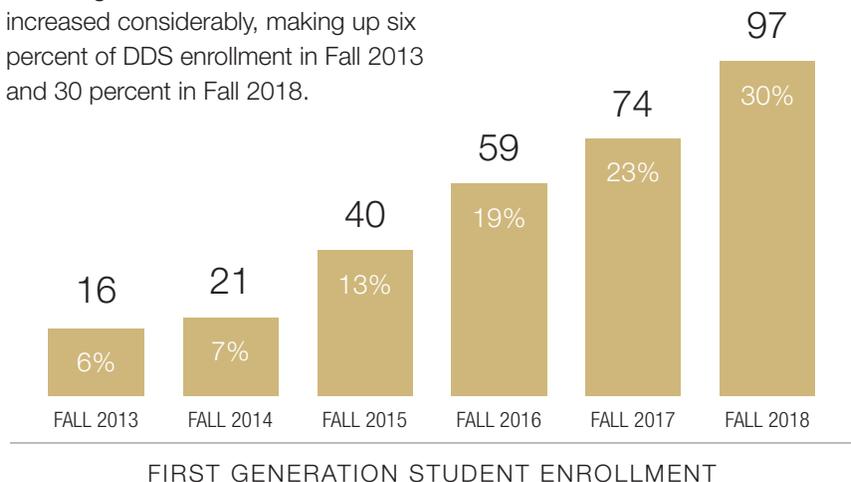
Erasing Equity Gaps

The School of Dental Medicine focuses on closing the gap between high school and college, which is part of the reason why the **Pre-Health Scholars Program (CUPS) and the Undergraduate Pre-Health Program (UPPP)** were created.

The Pre-Health Scholars Program (CUPS) is an academic enrichment and support program designed to motivate first-generation college bound students, focusing on academic preparation for students considering future careers in the health fields.

The Undergraduate Pre-Health Program (UPP) collaborates with Kaiser Permanente Health Plan of Colorado for the 13-month program to help increase the number of historically underrepresented individuals within the health care professions to reduce health disparities among underserved communities in Colorado.

To this day, the SDM is proud to say that the first generation student enrollment has increased considerably, making up six percent of DDS enrollment in Fall 2013 and 30 percent in Fall 2018.





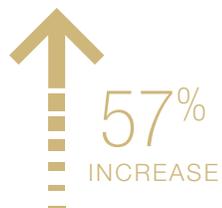
“I love the diversity of my class. We come from many different walks of life, yet we are one big team and it is a joy to be a part of.”



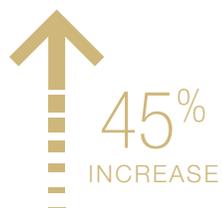
William Carter (DDS '22) “I also appreciate CU’s implementation of vertical integration, where we get to learn from upper classmen in different settings. Not only is it comfortable to learn from students just one year above us, but as student teachers, it is an incredible way to master the knowledge we are here to gain.”



BLACK STUDENTS



ASIAN STUDENTS



HISPANIC STUDENTS

Increasing Representation of Our Student Body

The School of Dental Medicine has seen large increases in students of color enrollment over a five year period.

- There has been a 186 percent increase in Black students, a 57 percent increase in Asian students and a 45 percent increase in Hispanic students.
- The number of incoming students of color has grown annually, increasing by 82 percent since 2013 when they made up only 28 percent of the population.
- Students of color represented 50 percent of new students in Fall 2018.

Recruiting Top-Talent Faculty

The School of Dental Medicine has made significant strides in recruiting top-talent faculty.

- **The number of faculty of color has increased by 73 percent since Fall 2013.**
- In Fall 2013, eight percent of faculty belonged to underrepresented minority groups (URM). The proportion of URM faculty has increased to 12 percent as of Fall 2018.
- Female faculty made up 36 percent of the population in Fall 2013. This group has grown by 27 percent, now making up 40 percent of DDS faculty.

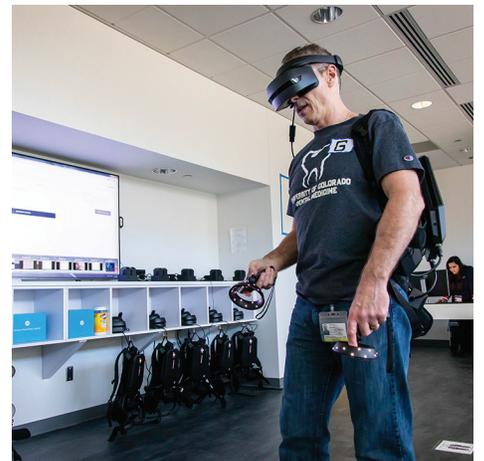




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Office of Diversity

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