



# 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

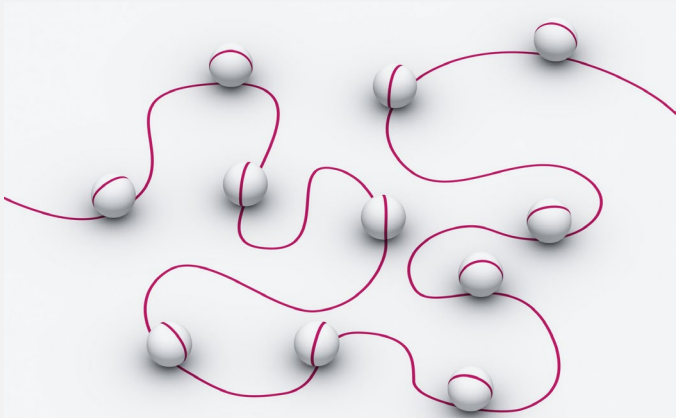


# Threats and Challenges

- 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

