Questions from participants and responses from Dr. Rosenberg:

Are we supposed to be defining "diversity" as it relates to our own program, or is there a universal definition we should be using?

I would suggest you define diversity according to the AUCD and MCHB definition. However, you will also want to create a unique WHY and vision related to the global theme of diversity, cultural competency, and equity based on your program.

We're thinking here about the challenge of cultural competence in supervision of diverse trainees when the faculty is less diverse and wondering about some strategies we might consider for our plan.

I think this really brings up the concept of programs extending mentorship and supervision to other community partners and/or broader network. I know this can be difficult as sometimes funding my inhibit the expansion of a mentor base / diversity may be lacking in your community. Your question might present an opportunity to establish virtual opportunities for mentorship in the network with peer mentor or cross-program mentorship opportunities via a virtual medium. This could be an exciting opportunity especially considering the opportunities across the country related to diversity.

> *[Follow up comment] We have had some success extending into our immediate community, but I like your suggestion about a broader reach. This would be very important for trainees as they move into the role of early career professionals as well.*

> I am putting this out to AUCD, MCHB, and the network as a potential opportunity to be addressed by any number of groups, especially the Multicultural Council. I believe Harolyn Belcher could be a wonderful network partner in thinking about virtual diversity / peer networks for enhanced guidance; she is the Director, Center for Diversity in Public Health Leadership at the Kennedy Krieger Institute.

Can you expand on intent of the considerations column?

I think with every HOW and WHAT there might be points or notes that you don't want to "lose" from today's discussion. For example, considerations might be that you are focusing on specific programming related to diversity and a more advanced aspect would be available and conceived if/when you receive additional funds. So that is a "consideration" that your team/program wants to keep on the record.

What evaluation tool do you use for trainees regarding cultural competence?

I am certified in the IDI: Intercultural Development Inventory. I cannot say I have used it widely, but it may provide a tool for exploration. Also others may have used it and can provide input.