Pre-presentation questions

(1) A staff of color felt concerns weren't addressed in report.
Rankin & Associates Response:
Because of the small number of respondents who engaged in the focus group, the themes offered for staff are inclusive of all staff who participated in the groups. This was done to ensure the confidentiality of the participants.

(2) There was no data to visualize. I like charts and graphs.
Rankin & Associates Response:
As this was a qualitative project, charts and graphs are not used.

Presentation questions

(1) Is there any way that we can see the specific results from the group that we were part of?
Rankin & Associates Response:
Because of the small number of respondents who engaged in the focus group, the themes offered within the presentation slide deck are reflective of all constituents from the respective group. This was done to ensure the confidentiality of the participants.

(2) Can you speak to how you handle how specific groups experience the climate given that most likely it won't be an overlying theme throughout all groups? And how we can work to change those experiences without breaking confidentiality?
Rankin & Associates Response:
Our suggestion is to use the results to build on the strengths and address the challenges that are reflected in the overall themes from this project. At the same time, work to address specific challenges for marginalized groups that are evident through other initiatives currently in progress or ready to be implemented at TCU to address the specific challenges facing various groups.
Firstly, I love this initiative and it makes me even more proud to be a part of this school. In order to build on this momentum, why isn't this session mandatory? What can we do in order to improve attendance? If fidelity towards improvement is sincere, I believe we have to seek it by being present.

**Rankin & Associates Response:**
Thank you for your support. Based on the webinar numbers, a majority of TCU Medicine community members participated. We also recorded the sessions so folks who were unable to attend may review the recording.

What methodologies are used to select those who will be interviewed for the survey?

**Rankin & Associates Response:**
This was a population initiative so all members of the community had the opportunity to participate in one of the 18 focus groups we conducted.

I understand the need to keep confidentiality and I think that there should be a way to poll students, staff and faculty of color to address it. At the student level, we can address issues with our classmates however sometimes issues like these need to be addressed by the Deans and the administration for people to understand the gravity

**Rankin & Associates Response:**
As noted in an earlier response, our recommendation is to use the results to build on the strengths and address the challenges that are reflected in the overall themes from this project. At the same time, work to address specific challenges for marginalized groups that are evident through other initiatives currently in progress or ready to be implemented at TCU to address the specific challenges facing various groups

**Rankin & Associates Response:**
We promised focus group participants that the information from these groups would be confidential, so we strongly feel that this information should not be shared. That said, the issues that contributed to the themes in the presentation slide deck will be part of the conversation in the follow-up forums.

Sorry continuing on from the previous message, is there a way to poll the group and see if they would be comfortable to release the information by the specific group?

**Rankin & Associates Response:**
Faculty felt there was ambiguity around the role of the Physician Development Coaches (PDC). For example, that students went to them regarding curriculum-classroom related questions instead of addressing their concerns to course director, etc.

Is the ambiguity around the role of coach from coaches or others? Makes a big difference.

**Dr. Lisa McBride Response**
Faculty felt there was ambiguity around the role of the Physician Development Coaches (PDC). For example, that students went to them regarding curriculum-classroom related questions instead of addressing their concerns to course director, etc.
(8) Is there any information on the perspective of available resources in supporting LGBQT, low socioeconomic, and minorities?

**Rankin & Associates Response:**

The focus groups included conversations with participants from various demographic groups, including the ones mentioned. As offered in an earlier response, we incorporated their comments into the overall themes for faculty, staff, and students to protect their confidentiality.

(3) Will our responses on the website form be anonymous? The form asks to provide identifying information.

**Dr. Lisa McBride Response**

We will allow participants to submit anonymous Action-recommendations as an option, but would prefer if individuals provided identifying information.

(4) Without a more objective quantitative process, the campus climate assessment becomes heavily dependent on the subjective priorities and emphasis of the reviewers.

**Rankin & Associates Response:**

Because of the size the TCU medical, a quantitative survey was not advisable. With such small n’s, quantitative analyses would be severely limited. Our recommendation is to consider a quantitative assessment in the future. That said, the qualitative methods used for this project are outlined in the presentation slide deck and are used specifically to remove subjectivity.

(5) Has leadership seen results from the small groups that were retracted from the full slide deck?

**Rankin & Associates Response:**

No. Senior leadership only has access to the same presentation slide deck as the community and were offered access at the same time as the community.
(6) Will Sue and team be facilitating the next steps?

**Rankin & Associates Response:**

No. We provided a suggested process for moving forward. The process was approved by the Implementation Team and is outlined in the next steps slides of the presentation.