

YEAR IN REVIEW

▶▶▶ 2018–2019



THE UNIVERSITY OF ARIZONA
COLLEGE OF MEDICINE TUCSON

Diversity & Inclusion

Office of Diversity and Inclusion
College of Medicine – Tucson
University of Arizona

▶▶▶ MESSAGE FROM THE DEPUTY DEAN



Welcome to the Office of Diversity and Inclusion (ODI) at the University of Arizona College of Medicine – Tucson (COM – T).

We are pleased to share with you our inaugural Annual Diversity and Inclusion Report for 2018 – 2019. This was a seminal year for us, as we were able to launch several programs and initiatives that show COM – T's commitment to valuing diversity and inclusion as core elements towards institutional excellence. Our office grew from two team members, including myself, to a team of three. We were able to develop targeted initiatives, like establishing our group of Diversity Champions, as well as expand programs that offer mentoring support and community building opportunities to all learners.

COM – T ODI partners with administrative units throughout COM – T, including Admissions, Student Affairs, Medical Student Education, Graduate Medical Education, and Faculty Affairs to develop a diverse and robust academic community of learners, faculty, and staff. We work collaboratively with colleagues from the University of Arizona, the University of Arizona Health Sciences, and Banner - University Medical Center to create meaningful diversity and inclusion programs that reach beyond the College and into the entire Tucson community.

We believe that achieving inclusive excellence is a team effort. The identity of COM – T is built around a commitment to our diverse community and we firmly commit to creating an environment that celebrates diversity, equity, and inclusion.

Sincerely,

A handwritten signature in black ink that reads "Victoria E. Murrain, DO". The signature is fluid and cursive.

*Victoria E. Murrain, DO
Deputy Dean for Diversity and Inclusion
Associate Professor, FCM
University of Arizona College of Medicine – Tucson*

▶ ▶ ▶ DIVERSITY AND INCLUSION COMMITTEES



SDAC, 2018-2019

Student Diversity Advisory Committee (SDAC)

SDAC plays an integral role in our college's continuous quest towards inclusive excellence. The members of SDAC are committed to the ongoing support of marginalized and minority students at our institution and advocating for the diverse patient populations they will serve as future medical practitioners. As an advisory committee, they are tasked with providing a student perspective on current practices in our college and sharing recommendations on how administration can better provide an overall sense of belonging to students underrepresented in medicine (URiM). SDAC also calls our attention to issues affecting URiM students and challenges ODI and COM – T leadership to address them; while holding our administration accountable to setting goals and metrics that explicitly show our commitment to diversity, equity, and inclusion as strategies towards institutional excellence. Attendance has increased to 25-30 regular attendees at monthly meetings.

Faculty Diversity Advisory Committee (FDAC)

The Faculty Diversity Advisory Committee (FDAC) is a standing committee that: 1) identifies strategies, tactics and priorities for improving faculty diversity and inclusivity at COM – T; 2) assists in determining how to integrate diversity, broadly defined, into everything done at the college; 3) provides a line of communication between faculty and administration; and 4) supports development and implementation of programs related to diversity that enhance faculty life. Members of FDAC have been contributors to:

- **Hiring Toolkit** – Tool to facilitate a more inclusive hiring process for search committees.
- **Tell Us Your Story!** – Program that partners an undergraduate physiology student with a medical student, resident/fellow, or faculty member for a targeted interview. Information from the interview will be published to highlight the diversity of our faculty, residents/fellows, and students. The interview will also provide an introduction into a potential mentoring relationship and recruitment opportunity.

▶ ▶ ▶ PROGRAMS AND INITIATIVES

LEADRS

LEADRS is a mentoring program for medical students belonging to groups that are underrepresented in the medical profession relative to their numbers in the general population. The program nurtures the professional growth of learners by pairing them with a senior resident or faculty mentor to address common challenges faced when choosing a career in academia. In addition to the mentoring component, LEADRS offers quarterly forums on topics related to success in medicine. This past academic year, LEADRS grew from nine to over 40 mentoring pairs, including some mentoring partnerships that have been ongoing for 2-3 years. Donor funding was secured for the program.



Diversity Lecture



Dr. L.D. Britt, M.D.

Leadership in Medicine: How Do We Address the Challenges of Healthcare Disparities?

L.D. Britt, MD, MPH, DSc (Hon), FACS, FCCM
FRCSEng (Hon), FRCSEd (Hon), FWACS (Hon)
FRCSI (Hon), FSC (SA)(Hon), FRCS (Glasg)(Hon)
Henry Ford Professor and Edward J. Brickhouse Chairman
Eastern Virginia Medical School Department of Surgery

Dr. Britt is a general and acute care surgeon, professor of surgery, and chair of the Department of Surgery at Eastern Virginia Medical School, Norfolk, Virginia. Dr. Britt, a member of the National Academy of Medicine, is a leader in American surgery and has received numerous awards for his outstanding contributions to medical education, including the Robert J. Glaser Distinguished Educator Award, the highest teaching award in medicine given by the Association of American Medical Colleges.

Dr. Britt is the first African-American in the nation to have an endowed chair in surgery. He is the Executive Director of the Society of Black Academic Surgeons.

Over 200 people attended this Diversity Lecture and Dr. Britt led eight small meetings with groups representative of COM – T.



Student Affinity Group Club Conference Support

COM – T ODI supported travel to regional and national conferences for student affinity group clubs:

- **Student National Medical Association (SNMA) Conference Attendance Support**

COM – T ODI sponsored three students to attend the Student National Medical Association national conference in Philadelphia, PA. Through participation in the conference, one student was elected the regional research representative and the COM –T chapter of SNMA was selected to host the regional conference in November 2019.



SNMA, 2018-2019

- **Latino Medical Student Association (LMSA) Conference Attendance Support**

COM – T ODI co-sponsored 12 medical students and two undergraduate students to attend the LMSA regional conference in Palo Alto, CA. Two medical students represented COM – T in the Exhibitor Fair held during the conference to recruit prospective medical students.



LMSA, 2018-2019

Intergroup Dish-course

intergroup *dish*-course

SHARE YOUR EXPERIENCE

OPEN TO **ALL** COM-T STUDENTS
AND RESIDENTS

Engage in meaningful conversation
to understand similarities and differences within
members of your college.

Attend as many sessions as you want!

Bring your lunch -- we'll provide some hearty snacks.

RSVP at miortiz@medadmin.arizona.edu

MEET YOUR FACILITATORS



Griselda Ruiz-Braun



Kelly Palmer

Wednesdays:

Sept. 19: COM 3114
Oct. 17: COM 3114
Nov. 21: COM 3114
Dec. 19: AHSL 2141

All 12:00 - 1:00 pm

Thursdays:

Oct. 4: AHSL 2141
Nov. 1: AHSL 2141
Dec. 6: AHSL 2141

All 12:00 - 1:00 pm



Linda Perez



Alison Sutton-Ryan



THE UNIVERSITY OF ARIZONA
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Diversity & Inclusion

This program invited COM – T students to participate in intergroup dialogue sessions to have meaningful conversations about diversity-related topics. These six sessions took place once a month during the lunch hour and were facilitated by two trained facilitators. The goal of the program is to facilitate an understanding of different ways of seeing and experiencing the world.

▶ ▶ ▶ COMMUNITY

Diversity & Inclusion Engagement & Networking Events

COM – T ODI hosted several Engagement and Networking events throughout the year to connect students, residents/fellows, faculty, and staff with our office and each other. End-of-year qualitative evaluations revealed that students found the networking and engagement events among the most valuable events/activities this year. The events hosted include:

- Welcome Fall Engagement and Networking Event
- Welcome Back Spring Engagement and Networking Event
- MLK Observance and Networking Event
- End-of-Year Feedback and Engagement Event



Reflection Space

SDAC shared concern over the lack of dedicated space for quiet reflection. COM – T ODI worked with SDAC, UA Libraries, and Facilities Planning to identify and secure dedicated reflection spaces in the UAHS Library and Health Sciences Innovation Building, respectively. The reflection rooms are now available for use to the UAHS community.

P-MAP

The first cohort of the Pre-Medical Admissions Pathway program graduated from medical school this academic year. To commemorate this achievement, COM – T ODI collaborated with the Office of Admissions to coordinate a graduation celebration with the graduates, their guests, all P-MAP cohorts, and key players in making P-MAP a success. ODI has been an active participant in the restructuring of the PMAP program, including engaging the participants in the mentoring program.

Student Affinity Group Partnerships

COM – T ODI collaborated with student affinity group clubs to host and sponsor events and activities that gave the larger COM – T community an opportunity to engage with the rich diversity of our college.

Student National Medical Association MLK Celebration & Appreciation of African American Pioneers in Medicine

Poster boards featuring African American pioneers in medicine were displayed in a popular hallway in COM – T during African American Heritage Month. In an accompanying ceremony to celebrate these pioneers, students had the opportunity to share what the posters meant to them.



Muslim Medical Student Association Community Dinner

COM – T ODI collaborated with MMSA to host a community dinner during Ramadan where participants had the opportunity to learn about different cultural and religious beliefs.

Flag Raising Ceremony for Veterans Day

To observe Veterans Day and honor our veterans, COM – T ODI held a Flag Raising Ceremony in November 2018. Partnering with University of Arizona VETS, INMED, and UAHS ODI, the ceremony included a Blessing Ceremony and was followed by an Open House of the UAHS VETS Center.

Association of Native American Medical Students Dinner & HSIB Sculpture

COM – T ODI sponsored a community dinner for ANAMS and assisted the group in leading efforts to erect a sculpture in the Health Sciences Innovation Building to acknowledge that it sits on original homelands of indigenous peoples.

Jewish Medical Student Association Community Lunch

To observe Jewish American Heritage Month, COM – T collaborated with JMSA to sponsor a community lunch to bring people together and gain exposure to Jewish traditions.



Asian/Pacific American Medical Student Association Panel for Undergraduates

To commemorate Asian/Pacific American Heritage Month, COM – T ODI collaborated with APAMSA to host a medical student panel for undergraduate students interested in a career in medicine.

MD/PhD Outreach Event for Undergraduate Students

COM – T ODI supported this student-led event to create increased interest and understanding of dual degrees involving medicine among undergraduate students.



Be a (Hu)man Film Series

This student-run film series explored the influence of socialization agents in shaping our views of gender roles. At the conclusion of the film series, attendees reported they had a greater understanding of the impact that conforming to gender roles has on individuals.

IN COLLABORATION WITH STUDENTS TOGETHER AGAINST TRAFFICKING, FAMILY MEDICINE INTEREST GROUP, ASIAN PACIFIC AMERICAN MEDICAL STUDENTS ASSOCIATION, & THE STUDENT DIVERSITY ADVISORY COMMITTEE...

MEDPRIDE & **ARIZONA** COLLEGE OF MEDICINE TUCSON
Diversity & Inclusion
Present

BE A (HU)MAN

In honor of Sexual Assault Awareness Month in April, Be a (Hu)man is a documentary & discussion series designed to explore the cultural phenomena that contribute to the prevalence of sexual assault.



Miss Representation
(Miss) (Comedy) (Anti-rac)



Nanette
(Comedy)



THE MASK YOU LIVE IN



THE FEMINIST ON CELLBLOCK Y

Film 1: Miss Representation Thur. Feb 7 | 6 - 8:30PM | COM 5403
How does "raunch culture" impact young people?

Film 2: Nanette (Comedy) Thur. Feb 28 | 6 - 8:30PM | COM 5403
Hannah Gadsby asks: Is misogyny a mental illness?

Film 3: The Mask You Live In Thur. Mar 14 | 6 - 8:30PM | COM 5403
Males are almost four times more likely to commit suicide than females, and are responsible for 90% of homicides. Why?

Film 4: The Feminist on Cellblock Y Thur. Apr 4 | 6 - 8:30PM | COM 5403
During Richie 'Reseda' Vargas' 10 year stint in a California state prison, he discovered a way for men to investigate masculinity. What can we learn?

Join us for food, film, and enriching conversation. RSVP by the Monday before each event at bit.ly/beahuman

Questions? Email shreygoel@email.arizona.edu

▶ ▶ ▶ EDUCATION & TRAINING

Medical Spanish Language/Healthcare Disparities Distinction Track

This two-year program focuses on strengthening the skills of intermediate and advanced Spanish speaking residents in providing enhanced care to their bilingual patients as well as developing projects to educate their fellow residents in cultural competency and health care disparities. Participation in the program includes monthly classes with a Spanish language instructor and quarterly forum gatherings in which the cohort of Distinction Track residents host a dinner forum for a wide audience including students, faculty, residents and staff on a topic of healthcare disparities relating to local patient population. The inaugural 2018-2019 AY for the Tucson campus program began with 11 participants and is expected to double in size for the upcoming year. Qualified participants have the opportunity to take the Clinical Cultural and Linguistic Assessment exam to become a certified bilingual provider. The program mirrors a similar program at COM – T South Campus. Both programs serve as an attractive recruitment tool for residency applicants.

Diversity and Inclusion Trainings

Recognizing diversity and inclusion as strategic elements towards institutional excellence, the leadership of COM – T and Department Chairs participated in a series of workshops to maximize the benefits of diversity. Trainings included: *Unconscious Bias*, *Critical Conversations*, *Diversifying the Workforce*, and *Allyship*.



Diversity Champions

COM-T is committed to creating an environment of inclusive excellence. One major step in achieving this goal is improving our learning environment to enhance the recruitment and support the success and retention of a diverse and inclusive pool of faculty, fellows, residents, students and staff. With that goal in mind, ODI worked with each department to identify a Diversity Champion (DC) to represent the department in ensuring Diversity and Inclusion metrics are being addressed. The DC will facilitate institutional efforts to ensure that every member of COM-T, starting with members of search committees, has completed Unconscious Bias Training. This year, the DCs underwent a series of train-the-trainer workshops to equip them with the tools to lead trainings at COM – T:

- **NCBI Train-the-Trainer**

This intensive three-day Train-the-Trainer course taught participants how to lead the NCBI Welcoming Diversity Workshop. The Welcome Diversity Workshop consists of series of incremental, experiential activities that help participants celebrate their similarities and differences; recognize the mis-information they have learned about various groups; identify and heal from internalized oppression; claim pride in group identity; understand the personal impact of discrimination through the telling of stories, and learn hands-on tools for dealing effectively with bigoted comments and behavior.

- **Med Safe Zone Train-the-Trainer**

Med Safe Zone is a training program committed to making COM – T a safer, more welcoming, and inclusive environment for members of the lesbian, gay, bisexual, transgender and queer (LGBTQ+) community. The one-hour training covers terms and concepts relevant to LGBTQ+ identities and participants come away with clear action items in becoming a better ally in their personal and professional lives.



- **Inclusive Websites**

This 30-minute training covers the importance of creating inclusive websites to attract and recruit diverse applicants. This program allows participants to learn about the importance of harnessing the power of diversity through inclusive practices; the important role that organizational websites play in recruiting diverse applicants; and specific strategic elements to include in a website that serve as diversity cues to attract diverse applicants.

Diversity Champions *continued...*

- **Unconscious Bias Train-the-Trainer for Healthcare Professionals**

Six DCs traveled to the Association of American Medical Colleges (AAMC) headquarters in Washington, DC to undergo this four-day training program, developed by Cook Ross and the AAMC, which empowers trainers to educate groups in healthcare organizations around Unconscious Bias. Trainers are equipped to facilitate a two-hour, evidence-based course that allows participants to examine their background and identity to interact more authentically with co-workers, customers, and the community; explore how the brain functions to recognize unconscious bias as a natural function of the human mind; explore patterns of unconscious bias to navigate their impact on decision making; and understand the science, research, and impact of unconscious bias to be more conscious in decision-making.



▶▶▶ OTHER EFFORTS

Strategic Planning

COM – T ODI has been leading efforts to develop the Diversity and Inclusion Operational Excellence Initiative of the UAHS Strategic Plan. This entails working with representatives from the College of Medicine – Phoenix, College of Nursing, College of Pharmacy, Mel and Enid Zuckerman College of Public Health, and UAHS to identify the goals, structure, and strategic initiatives for diversity and inclusion at UAHS. Complementary to the UAHS Strategic Plan, COM – T ODI is finalizing a strategic plan for COM – T ODI that will guide our efforts in the coming years.

New Student Connections

Prior to officially starting at COM – T, incoming students who belong to groups that are traditionally underrepresented in medicine received a welcome package from our office, which included a personalized note that acknowledged the unique experiences and perspectives that they bring to the COM – T campus. This note invited students to become involved in SDAC and to attend our Welcome Fall Semester Engagement and Networking Event in their first week of classes.

▶▶▶ OTHER EFFORTS *continued...*

Scholarships

COM – T ODI had representation in the COM – T Scholarship Committee to ensure fair and equitable selection of scholarship recipients. ODI also engaged with the Arizona Latin-American Medical Association (ALMA) to secure two scholarships for COM – T students.



ALMA Scholarship Recipients

Admissions & Recruitment

COM – T ODI connected with medical school applicants during Applicant Visit Day Lunches. During these lunches, prospective students learned about our office and the value that COM – T places on diversity and inclusion. During Second Look, COM – T ODI hosted a panel consisting of SDAC members who spoke about how diversity is valued in the college and represented in the curriculum. We also hosted the reception with COM – T Faculty and Alumni during Second Look, to give prospective students an opportunity to interact with Societies Mentors and other current faculty.



Second Look

Hiring Toolkit

We are preparing to implement a Hiring Toolkit, in collaboration with FDAC, with resources and best practices to promote inclusive and equitable hiring practices. Part of the toolkit is ensuring that members of search committees undergo training on unconscious bias.

D&I Scorecard

COM – T ODI has been developing a departmental Diversity and Inclusion Scorecard to assist departments in tracking and documenting their D&I efforts. The scorecard has been approved by the Interim Dean and was incorporated into the annual department head review evaluation tool.



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Diversity & Inclusion

College of Medicine – Tucson Office of Diversity and Inclusion Team Members

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