



THE MOSAIC

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION | VOL. 3



College of
Medicine

Office of Diversity, Equity & Inclusion



DEAN'S ADDRESS

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As we end the academic year, ODEI is dedicating time to reviewing our impact on the college, analyzing where we can have a more significant presence, and preparing to do it all again with the start of the fall semester. We are taking the lessons we've learned over the past year and applying them to better serve the College of Medicine and the Commonwealth as we build a more inclusive environment and bolster diversity in tomorrow's health care workforce.

While things may be slowing down for some as the year closes out, for many others, the work is picking up. Priorities may be shifting as camps start, deadlines approach, and the newest members of our community come on board. However, a reminder that we are of no service to each other when we try to operate through burnout. Use this summer to recharge and reflect on your commitment to our patients, learners, and one another. Several outdoor festivals and opportunities for engagement will happen in the upcoming weeks. Use this time to make new connections, charge your batteries, and center yourself for the road ahead.

In our first volume, we shared that we decided on the name Mosaic for our newsletter because it best represents the varied lived experiences within the College of Medicine and the patterns our community creates together. You will find articles and spotlights in the following pages that speak to this diversity. You will also find opportunities and recommendations to continue your personal journey towards living our DIRECT values.

While we think about recharging and disconnecting over the summer, we would be remiss not to acknowledge the sorrow, frustration, and trauma many parts of our country are experiencing due to gun violence. Just as we all have a role to play in creating the inclusive environment we strive for in the College of Medicine, our academic medicine community can come together to address prevention.

As David J. Skorton, MD, president and CEO of the Association of American Medical Colleges, stated in a recent opinion piece, "These are times for grief, but we cannot afford the paralysis of despair. I, for one – and I know I am not alone – still see cause for hope that progress can be made against this epidemic of violence. If the pandemic has taught us anything, it is that a public health crisis will not yield to fighting or preaching or finger-pointing, but to common resolve, and to treating one another with compassion and care." Read this article and more from the AAMC in the Recommendations section.

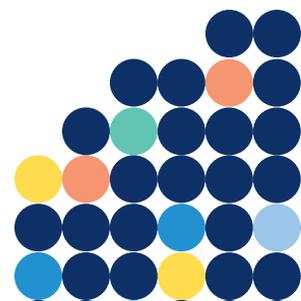


Continue to take care of yourselves and one another.

STEPHANIE WHITE, MD, MS, FAAP

Associate Dean for Diversity and Inclusion

Associate Professor of Pediatrics





ODEI WELCOMES NEW PROGRAM MANAGER FOR DIVERSITY AND INCLUSION

Earlier this year, ODEI brought on Charla Hamilton as our new program manager for diversity and inclusion. In this newly established role, she will develop diversity and inclusion programming and support the office's committee and affinity groups like Women in Medicine and Science (WIMS) and the LGBTQ+ Advisory Committee.

Continue reading to learn more about Charla and what brings her to the College of Medicine!

Why did you want to apply for this position at the UK College of Medicine?

Working for many years in the nonprofit world, I developed a passion for social justice and anti-poverty work—much of which intersects with DEI work. I was looking for a change and this job seemed like a great opportunity to continue the work I loved at a higher level.

What do you hope to accomplish - both personally and for the college - through this new role?

I'd like to have an impact—to grow and learn and change the world along the way. For the college, I'd like to see even more DEI efforts to make it a genuinely diverse and inclusive place for all.

What experiences in your previous jobs helped you prepare for this job?

Working at understaffed and underfunded organizations helped me learn to be resourceful, easy-going, and to juggle a lot of competing priorities. I also attended Berea College, and the skills and education I gained while there have already been incredibly helpful in my new role.

What's the best piece of advice you've ever been given?

Not advice I've been given personally, but a quote/idea I strongly admire: "If they don't give you a seat at the table, bring a folding chair." - Shirley Chisholm

Would you rather live where it only snows or where the temperature never falls below 100 degrees?

Neither sound great, but I'd pick sunshine over snow.

What is your favorite meal to cook and why?

Cacio e pepe - it's simple, easy, and delicious.

What are some of your hobbies/interests outside of work?

I'm a part-time bartender and beer enthusiast, so I love visiting different breweries and trying new things. I'm also into movies, baking, and running a weekly Dungeons and Dragons game with friends.





CONGRATULATIONS TO THE INAUGURAL MISSION, VISION, PILLAR, AND ENABLER AWARD WINNERS

The University of Kentucky College of Medicine is pleased to announce the faculty, staff, and learner winners of the inaugural Mission, Vision, Pillar, and Enabler Awards. These awards are new and recognize individuals in the college who have made exceptional contributions that embody the college’s current strategic plan’s overall mission, vision, and purpose.

The following individuals were nominated and awarded for their outstanding achievements in the following areas:

MISSION

Loor Alshawa, MD (Learner Awardee)
Michele Staton, PhD, MSW (Faculty Awardee)

VISION

Amy Meadows, MD (Faculty Awardee)
Gabiella Pugh (Learner Awardee)

EDUCATION

Sandra Batsel-Thomas, MD (Faculty Awardee)
Brandy Lawson (Staff Awardee)

RESEARCH

Thomas Curry Jr., PhD (Faculty Awardee)
Tanya Myers-Morales (Staff Awardee)



CLINICAL CARE

Joseph Kim, MD (Faculty Awardee)
Erica LeMaster (Staff Awardee)

DIVERSITY AND INCLUSION

Ariel Arthur (Staff Awardee)
Ima Ebong, MD, MS (Faculty Awardee)
Jennifer Torres Yee, MD (Learner Awardee)

COMMUNITY ENGAGEMENT

Bodie Stevens (Staff Awardee)
Hilary Surratt, PhD (Faculty Awardee)

ENABLER

Angela Dearing, MD, MPH (Faculty Awardee)
Stephen Welch (Staff Awardee)



THE IMPACT OF RESEARCH AT THE UK COLLEGE OF MEDICINE

(ORIGINALLY PUBLISHED IN ODEI DIRECTOR’S CORNER ON FEB. 1, 2022)

The earlier that students are exposed to research possibilities, the earlier they can build interest, expand their research expertise, and network with colleagues to collaborate on cutting-edge projects. Mentorship gained through UK initiatives such as the AARTS program, Markey STRONG, and more can establish longstanding connections.

Read more about the impact of research at the UK College of Medicine by [clicking here](#).

AARTS and SCoBIRC programs were highlighted in [Mosaic Vol. 1](#).





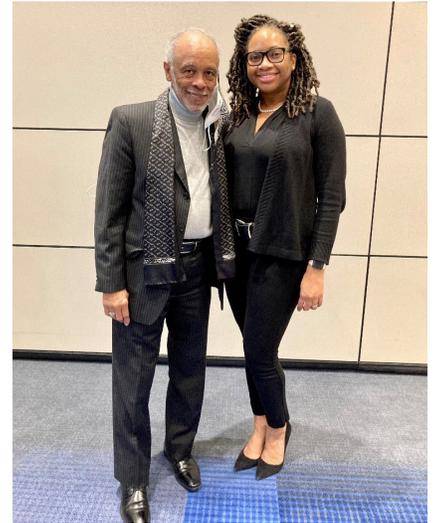
RECOGNIZING OUR OUTSTANDING FACULTY

Dr. Ebong Honored with Living Legacy Award

The UK Martin Luther King Center held its inaugural Legacy Luncheon and Awards Ceremony on Jan. 28. In addition to recognizing and honoring members of the campus community who actively embody the work and legacy of Dr. Martin Luther King Jr., the luncheon also served as a community celebration of the 35th anniversary of the MLK Center. Living Legacy Awards were presented to an undergraduate student, graduate student, faculty member, and student organization.

The Catalyst Award is given to a faculty or staff member who embraces Dr. King's legacy of addressing injustice and inequality. Criteria for the award include demonstrated evidence of a commitment to supporting & advocating for students in and outside of the classroom, serving as a champion for an inclusive campus environment and experience, and engagement in academic endeavors that address systemic inequalities and racial equity.

The inaugural award was presented to Ima Ebong, MD, MS, an assistant professor of neurology and the diversity and inclusion ambassador for her department.



Chester Grundy (left), founder of the UK MLK Center and former special assistant to the UK College of Medicine Dean Frederick DeBeer for diversity initiatives, and Dr. Ebong.

“ It is truly an honor to be the recipient of the inaugural University of Kentucky Martin Luther King Center (UK MLKC) **Living Legacy Catalyst Award** in recognition of the equity, diversity, and inclusion work that I've been called to do now for over a decade - first as a UK College of Medicine medical student and now as a member of the faculty. I am most grateful for my colleagues and peers who nominated me for this award. I am always appreciative of their tremendous support of this work.

Ima Ebong, MD, MS
Assistant Professor of Neurology

Dr. Totten Selected to Prestigious Diversity Certificate Program

Additionally, Crystal Totten, MD was selected to the 2022 AAMC Healthcare Executive Diversity and Inclusion Certificate (HEDIC) Program. This is an intensive academic program of diversity education specifically designed to develop the competencies leaders needed to drive diversity as a core component of excellence in health care. The curriculum focuses on applied skills that will assist participants in successfully implementing diversity projects at their home institutions. Upon completion of the program, participants are required to present their project before the cohort and instructors and at their institution.

Since the program launched in 2013, over 80 faculty and staff from over 50 AAMC member institutions and allied health associations have developed the competencies needed to drive diversity and inclusion as core components of excellence in health care. Projects to date have spanned a range of topics including institutional strategic planning; cultural competency training; faculty recruitment, retention, and development; medical student admissions and diversity programs; and resident recruitment programs.





ODEI SPONSORS OPPORTUNITIES FOR STUDENT PROFESSIONAL DEVELOPMENT

The Student National Medical Association (SNMA) hosts an annual medical education conference each year. The conference attracts students from all levels of medical education and is consistently the largest gathering of underrepresented minority medical students in the nation. This year, ODEI sponsored five students' attendance. This group of students participated in a slate of workshops and programs focused on the academic and clinical success, development, and preparedness of physicians-in-training.

“ This was my second live conference since the last one in Philadelphia in 2019. Yes, I attended, enjoyed, and learned much from many of the plenary sessions and fourth-year-specific sessions, such as misconceptions of a PGY-1, Step 3, and board prep strategies, but what made me happiest was hearing from my peers how much the conference impacted them and exceeded their expectations. That was one of the biggest highlights of this amazing conference for me, among many, including the procession of graduating fourth years.

Emmanuel Dike-Udensi, Class of 2022



“ SNMA's AMEC conference 2022 has been one of the most inspiring events I've attended since starting medical school. I had the opportunity to learn about different healthcare institutions and programs across the country. I was able to connect and network with residents in specialties I'm interested in pursuing. Through this experience, I was able to foster my leadership skills by attending different talks and workshops. This conference allowed me to grow both professionally and personally, and I will forever be grateful for the support of the ODEI.

Hana Kebede, Class of 2023



OUTSIDE THE MARGINS DISCUSSES IMPACT OF 'RACE SCIENCE'

On Monday, March 21, ODEI, the Center for Graduate and Professional Diversity Initiatives, the MLK Center, and the Office of Equity, Inclusion, and Social Justice hosted the last Outside the Margins webinar for the 2021-22 school year. Titled "The Abolition of Race in Medicine," the panel brought together an interdisciplinary panel of researchers from across medicine and science to discuss the resilience and impacts of "race science."

Panelists included Anita Fernander PhD, chief diversity officer for Florida Atlantic University's College of Medicine, Augustin Fuentes PhD, professor of anthropology at Princeton University, and Drexler James PhD, professor of psychology at the University of Kentucky.

Watch the full webinar [here](#).

Keep the Conversation Going!

Check out these articles for more information about health disparities and "race science."

'Health Equity Tourists': How White Scholars are Colonizing Research on Health Disparities
by Usha Lee McFarling

What Does Critical Race Theory Have to Do with Academic Medicine?
by Dr. Fernander

Is "Race Science" Making a Comeback?
by Jess Kung, Gene Demby, and Shereen Marisol Meraji

ROSZALYN AKINS: A COMMUNITY LEADER HELPING UK ENHANCE THE PIPELINE FOR BLACK MALE PHYSICIANS

(ORIGINALLY PUBLISHED IN ODEI DIRECTOR'S CORNER ON MARCH 1, 2022)

Roszalyn Akins has been instrumental to Lexington through her decades of work in education. Now, she's joining forces with the University of Kentucky College of Medicine to help enhance the pipeline for Black male physicians.

Read more about Roszalyn and the Black Boys and Men in Medicine program [here](#).



Black Boys and Men in Medicine (BBAMM) - A Call to Action

In 2013, the Association of American Medical Colleges released a report that the already low number of Black male applicants to medical school was decreasing. Since this wake-up call, the organization Black Men in White Coats has sought to increase the number of Black men in medicine through exposure, inspiration, and mentoring.

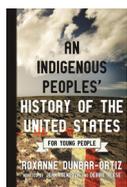
Following the lead of Black Men in White Coats, BBAMM was created in the fall of 2020 to address this disparity. Beginning with this year, BBAMM has moved to in-person sessions that cover anatomy content with participating sixth and seventh grades. Additionally, doctors and researchers across the college have volunteered their Saturday mornings to share their experiences and encourage continued interest in medicine.

Read WKYT's story about BBAMM [here](#)!



EDUCATIONAL RECOMMENDATIONS

BOOKS



An Indigenous Peoples' History of the United States
Roxanne Dunbar-Ortiz

With growing support for movements such as the campaign to abolish Columbus Day and replace it with Indigenous Peoples' Day and the Dakota Access Pipeline protest led by the Standing Rock Sioux Tribe, "An Indigenous Peoples' History of the United States" is an essential resource providing historical threads that are crucial for understanding the present. Dunbar-Ortiz adroitly challenges the founding myth of the United States and shows how policy against the Indigenous peoples was colonialist and designed to seize the territories of the original inhabitants, displacing or eliminating them.



Superior: The Return of Race Science
Angela Saini

"Superior" tells the disturbing story of the persistent thread of belief in biological racial differences in the world of science. At a time when racialized nationalisms are a resurgent threat throughout the world, "Superior" is a rigorous, much-needed examination of the insidious and destructive nature of race science—and a powerful reminder that, biologically, we are all far more alike than different.

PODCASTS and VIDEOS



The Diversity Gap: Creating Culture Together with David Bailey

Bethaney Wilkinson has a conversation with thought leader, artist, public theologian, and cultural anthropologist David Bailey. He is the founder and CEO of Arrabon, an organization that cultivates Christian communities to pursue healing and reconciliation in a racially divided world. For the past five years, Arrabon has successfully partnered with organizations across the country, providing guidance, education, and the tools to build more empathetic, reconciled communities.



The Problem with Race-Based Medicine

Social justice advocate and law scholar Dorothy Roberts has a precise and powerful message: Race-based medicine is bad medicine. Even today, many doctors still use race as a medical shortcut; they make important decisions about things like pain tolerance based on a patient's skin color instead of medical observation and measurement. In this searing talk, Roberts lays out the lingering traces of race-based medicine – and invites us to be a part of ending it. "It is more urgent than ever to finally abandon this backward legacy," she says, "and to affirm our common humanity by ending the social inequalities that truly divide us."

The DEI Shift: Anti-Racism in Healthcare Education

Anti-racism has become a hot topic, but also a needlessly confusing and even taboo one. Dr. Kozman and Dr. Gaines hear from internist Dr. Ryan Mire about what anti-racism means in health care education and how to bring about needed change in our learning and work environments.

ARTICLES

Yancy CW. Academic Medicine and Black Lives Matter: Time for Deep Listening. NEJM 2020;324:435-6.

Langston AL. Dilemmas of Double Consciousness - On Being Black in Medicine. NEJM 2021;384:1978-9.

Linda Villarosa, "Myths about physician racial differences were used to justify slavery—and are still believed by doctors today," 1619 Project.

How Black Americans See Discrimination – Gene Demby

IN THE NEWS

- At the Crossroads: Addressing Gun Violence as a Public Health Crisis
David J. Skorton, MD, AAMC President and CEO

The scale and complexity of the challenge cannot be understated," Dr. Skorton wrote. "Yet I believe it is not insurmountable if we each do our part to address whatever aspects are within our reach." [Read More](#)

In the latest episode of "Beyond the White Coat," Dr. Skorton and Roger A. Mitchell Jr., MD, chair of the department of pathology at Howard University College of Medicine, have a compelling and informative conversation on gun violence as a public health crisis and how the academic medicine community can come together to address prevention. The podcast is available on Apple Podcasts, [Google Podcasts](#), [Spotify](#), or wherever you regularly stream podcasts.



Dr. Skorton



Dr. Mitchell

- Popular medical device that inaccurately reads darker skin tones contributed to delays in Black and Latinx patients receiving life-saving COVID-19 treatment. [Read More](#)
- People reporting symptoms of anxiety and depressive disorder nearly tripled during the pandemic, and overdose deaths increased 15% in 2021, but 43% of adults in the United States said they didn't receive needed care for substance abuse or mental health care in the past 12 months, reported The Hill. [Read More](#)

The University of Kentucky is increasingly the first choice for students, faculty, and staff to pursue their passions and their professional goals.

In the last three years, Forbes has named UK among the best employers for diversity, and Insight into Diversity recognized us as a diversity champion four years running. UK is ranked among the top 30 campuses in the nation for LGBTQ+ inclusion and safety. UK has been judged a “Great College to Work For” three years in a row and is among only 22 universities in the country on Forbes’ list of “America’s Best Employers.”

We are ranked among the top 10 percent of public institutions for research expenditures — a tangible symbol of our breadth and depth as a university focused on discovery that changes lives and communities. And our patients know and appreciate the fact that UK HealthCare has been named the state’s top hospital for six straight years.

Accolades and honors are great. But they are more important for what they represent: the idea that creating a community of belonging and commitment to excellence is how we honor our mission to be not simply the University of Kentucky, but the University for Kentucky.

