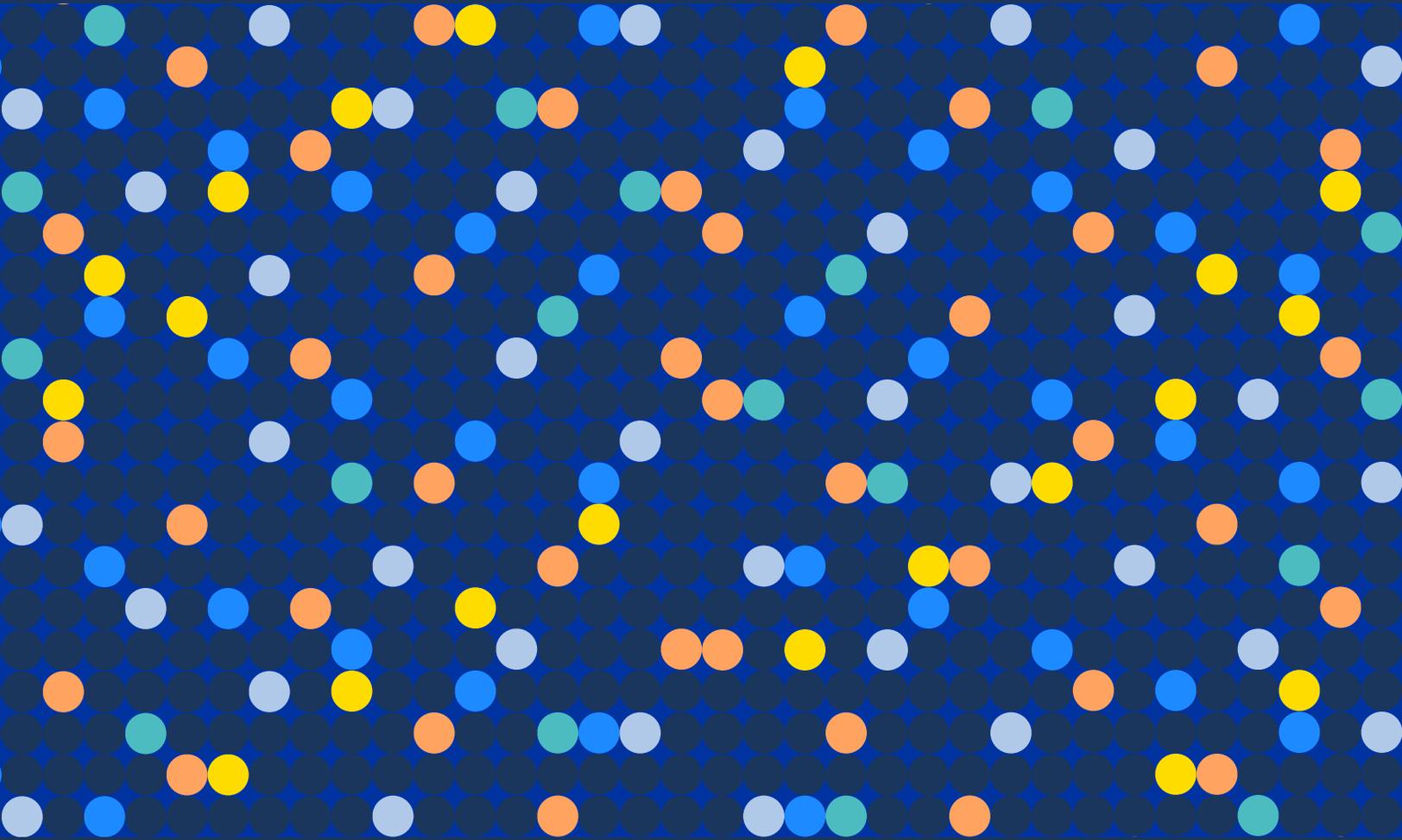


THE MOSAIC VOL. 5

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



College of
Medicine

Office of Diversity, Equity & Inclusion

DIRECTOR'S welcome



Happy New Year, College of Medicine!

Welcome back to another year and another edition of the Office of Diversity, Equity, and Inclusion's newsletter, the Mosaic. We've been hard at work since our last volume. Included in this volume, you will find a recap of last year's events, spotlights on faculty and Diversity and Inclusion Ambassadors, and resources for your continued education.

Brian Hamilton, MEd
Director of Diversity and Inclusion

**We use ODEI when referencing the Office of Diversity, Equity, and Inclusion in the remainder of this newsletter.*

IN CASE YOU MISSED IT

Diversity Engagement Survey

The College of Medicine is collecting feedback on the culture of well-being and inclusiveness of our learning and working environments through the Diversity Engagement Survey (DES). The DES is the gold standard for measuring inclusive excellence in academic medicine. Faculty, staff, and learners from all departments and centers are encouraged to complete the survey through Feb. 13. College of Medicine faculty, staff, and trainees, please check past communication from the college for the link to the survey.

Results from the 2019 Diversity Engagement Survey led to the creation of the LGBTQ+ Advisory Committee, the Health Equity and Advocacy Thread in the medical student curriculum, and changes to the Diversity and Inclusion pillar of the strategic plan. This new data set will help us further evaluate our strategic plan progress, frame future efforts, and define goals for the college.

Statement on Racial Justice

At the UK College of Medicine, we acknowledge the existence of stereotyping, bias, discrimination, prejudice, microaggressions, and other forms of racism and xenophobia. The cost of racism, both structural and interpersonal, on the mental and physical health of racially minoritized groups is incalculable and fundamentally antithetical to the moral responsibility of health professionals.

As healers and educators of the next generation of physicians and scientists, it is not enough to say we will "do no harm." We cannot remain committed to educating, training, and producing highly qualified and caring physicians to serve all the people of Kentucky and the nation without recognizing the systemic racism in our nation and health care systems and working to dismantle it.

Read Acting Dean Griffith's full statement [HERE](#).



College of Medicine Wins HEED Award



For the second consecutive year, the University of Kentucky College of Medicine has received the 2022 Health Professions Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education.

As a recipient of the annual Health Professions HEED Award — a national honor recognizing U.S. health colleges and universities that demonstrate an outstanding commitment to diversity and inclusion — the UK College of Medicine will be featured, along with 64 other recipients, in the December 2022 issue of INSIGHT Into Diversity magazine.

Read the full story [HERE](#).

IN THE news

UK ASPIRE Workshops Help Faculty Make Labs More Inclusive

UK's new Adopting Supportive Practices for an Inclusive Research Environment (ASPIRE) workshops are working to promote inclusivity in research settings, drawing from foundational principles of restorative justice, a process to build community and address marginalization.

ASPIRE was established by the UK Center for the Enhancement of Learning and Teaching (CELT) in collaboration with ODEI. After completing a Restorative Justice pilot through the Association of American Medical Colleges, Stephanie White, MD, MS, acting associate dean for diversity and inclusion, wanted to create meaningful opportunities for others within the college to engage and benefit from a restorative approach.

[READ MORE](#)



UK College of Medicine Faculty, Staff Featured in 'Art of Covid' Exhibit



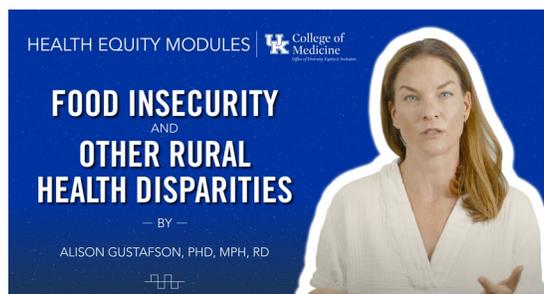
"Art of Covid" is the culmination of a two-year effort by faculty and staff across 11 colleges and offices at the university. The event was to collect and exhibit visual or literary works from a contest that reflected the individual and collective experiences of Asian American and Pacific Islander UK faculty and staff over the past two years. Artworks were collected beginning in May, and winners were announced at the end of June. A total of 37 pieces of art were submitted, in a variety of forms, including poems, dances, sculptures, drawings, paintings, essays and photos.

[READ MORE](#)

Diversity and Inclusion Microlearning Series

The first set of microlearning modules from ODEI have been released. Ranging between five and 10 minutes, these informative, engaging, evidence-based, and practical mini-lessons cover a variety of issues related to diversity and inclusion. The first of this series includes eight Health Equity Modules, and accompanying materials are available for all College of Medicine faculty, staff, and learners.

To preview the microlearning series, [CLICK HERE](#).



Through DARTS, Dr. Cheavar Blair Returns to UK where 'Faculty are Truly Invested in my Success'



Cheavar Blair, PhD, completed his doctorate at the University of Kentucky College of Medicine in 2015. During his graduate training, he was impressed by UK's supportive environment and attentive faculty – qualities that enticed him to return when a faculty position recently became available.

Dr. Blair was recruited back to UK through the Dynamic Appointments in the Research Title Series (DARTS) program, an initiative from the ODEI. The innovative four-year program provides support, structured mentoring, grant writing assistance, and professional development to enhance competitiveness for a tenure-track faculty position. Because the DARTS program position is in the research title series, Dr. Blair will be able to devote nearly all of his time to research.

To Dr. Blair, the opportunity was too great to pass up. He is now an assistant professor in the UK College of Medicine Department of Physiology, the same supportive environment he enjoyed as a graduate student.

"As a young faculty member, it's essential to have mentors and individuals who are fully invested in your success," Dr. Blair said. "To be a part of the department where the faculty have prioritized my scientific and professional development as an independent investigator means a lot."

Dr. Blair's research will be vital in UK's work toward solutions for two of Kentucky's most urgent health care needs – cardiovascular disease and cancer. His lab seeks to understand how genetic mutations, chemotherapies, and other factors that alter the mechanical function of cardiomyocytes lead to myocardial dysfunction that ultimately develops into heart failure.

"Unfortunately, a lot of the chemotherapies have off-target effects that damage the components of the heart," Dr. Blair said. One of his research focuses is to understand how cancer drugs degrade the functional units of the heart cells and develop therapeutic interventions that enhance the heart cell's ability to regenerate and restore mechanical function.

After his graduate training, Dr. Blair completed a five-year postdoctoral fellowship at Stanford University and the University of California, Santa Barbara. Since his return to UK, Dr. Blair has commended the work of ODEI in creating new programs to enhance representation in science, both for trainees and faculty. He is thrilled to play a role in the change.

DARTS strives to grow a more inclusive academic medicine workforce by creating opportunities for faculty who are invested in supporting inclusive excellence.

"Knowing that I will be able to help create a more comfortable environment for young researchers from underrepresented groups is a big deal," he said. "I definitely want to be someone that is thought of as not only a minority professor, but someone who is genuinely passionate about developing young scientists, especially those from underrepresented minority groups, to make sure we have a more inclusive and diverse University as a whole."



AROUND THE WORLD



Anthony Fauci, MD, on fighting misinformation, inspiring the next generation, and why we still need physician-scientists.

[READ MORE](#)



Journalist and author Linda Villarosa says many health inequities that exist today can be traced to centuries of structural racism.

[READ MORE](#)



COVID-19 broadened the use of pulse oximeters for rapid blood-oxygen readings, but it also highlighted the fact that skin pigmentation alters measurements. Two groups of researchers analyze this issue and its effects on people with dark skin.

[READ MORE](#)



Women researchers are cited less than men. Here's why and what can be done about it.

[READ MORE](#)

YEAR IN review 2022

"RACE UNMASKED" BOOK CLUB DISCUSSION

A gripping history of science and scientists, "Race Unmasked" elucidates the limitations of a racial worldview and throws the contours of our current and evolving understanding of human diversity into sharp relief.

JUNETEENTH FILM AND DISCUSSION

To mark the Juneteenth holiday, the College of Medicine's ODEI will be offering free access to the film, "John Lewis: Good Trouble," followed by a film discussion with special guest speaker, Nathaniel (Nate) D. Stewart, PhD, assistant professor of educational policy and leadership at the University of Minnesota-Twin Cities.

WIMS DAY

Celebrating UK's Women in Medicine and Science with a full day of lectures and workshops, with a keynotes address by Darilyn V. Moyer, MD, EVP/CEO, American College of Physicians.



RACE
UNMASKED

UK College of
Medicine



ODEI AND HEALTHCARE MUSLIM STUDENT ASSOCIATION HOST FAST-A-THON

The Muslim holy month of Ramadan is hallmarked by one month of fasting. HMSA and ODEI hosted an event open to faculty, staff, and learners from all the health colleges to learn about Islam, fasting, and the potential effect on future patients. The event ended with evening prayer and breaking fast at sunset.

OUTSIDE THE MARGINS DISCUSSES IMPACT OF "RACE SCIENCE"

ODEI, the MLK Center, and the Office of Equity, Inclusion, and Social Justice hosted "The Abolition of Race in Medicine." This panel gathered researchers from across medicine and science to discuss the resilience and impacts of "race science." Watch the full webinar [here](#).

NAVIGATING ERAS WHILE LGBTQ+

ODEI and the LGBTQ+ Advisory Committee orchestrated a residency panel for fourth year medical students, focusing on navigating interviews, applications and the match whilst LGBTQ+.

ODEI AND STUDENT AFFAIRS LAUNCH INAUGURAL COMMON READ INITIATIVE

Incoming first-year medical students received copies of "Blindspot: Hidden Biases of Good People" to read over the summer. The book explores the shortcuts our brains take, for the good and the bad, and the hidden biases that can result. Discussions were guided by faculty and staff from across the college to connect the impacts of bias to clinical care.



DIVERSITY AND INCLUSION

AMBASSADOR SPOTLIGHT

KATIE BALLERT, MD

Diversity and Inclusion Ambassador, Department of Urology

The College of Medicine's clinical and basic science departments, centers, and educational offices are all working to develop more inclusive and equitable practices. Our Diversity and Inclusion Ambassadors are charged with leading these efforts.

Q: What made you want to become a diversity and inclusion ambassador?

A: My experiences as an adoptive parent and part of a multiracial family, as well as my desire to help create a more diverse and inclusive workplace, inspired me to become a Diversity and Inclusion Ambassador. My experiences thus far have been excellent. I have learned a lot from and been inspired by my colleagues in the group. Working as a Diversity and Inclusion Ambassador has also inspired me to join the ACGME DEI Officers Forum, which has been a great learning experience, and to serve on the reviewing board for the AUANews "Celebrating Diversity with the AUA" focus issue.

Q: What brought you to medicine and, ultimately, to the University of Kentucky?

A: I grew up in rural Western Kentucky. I remember thinking that I would be in the medical field at a young age. One of my first experiences in medicine was during middle school when I signed up to work as a candy striper at a small local hospital. I started college as a nursing major and thought that I wanted to be a CRNA, but shortly after, decided that I wanted to pursue medicine. During my medical school rotations, I stumbled into a urology rotation on the recommendation of classmate, and I immediately knew this was my calling. I completed my urology residency at the University of Florida and then a female pelvic medicine and reconstructive surgery fellowship at New York University (NYU). In order to be closer to family, my husband and I returned to Kentucky to practice.

Q: What past professional experiences have prepared you for this work as an ambassador?

A: Training and practicing in a field in which women are underrepresented has helped prepare me for my work as a Diversity and Inclusion Ambassador. There was one female chief urology resident in my training program when I was intern, but I was the only female during my four years of urology training. The number of female urology residents has increased over the last 20 years, but women and underrepresented minorities (URM) remain significantly underrepresented in both urologic residencies and the workforce. It is very concerning that the URM representation in urology has actually decreased over the last decade. I hope to be involved in changing this landscape, and I am committed to the continued education of myself and others in order to do so.

Q: Do you have any goals for your department that you hope to accomplish over the next year?

A: Over the next year I plan to work with our program director to review and improve our resident applicant screening and interview processes, ensuring that we prioritize a holistic review and evaluation of applicants. I also plan to increase the number of DEI-centered journal articles reviewed in our journal clubs, as well as increase the overall number of DEI-specific teaching conferences that we have in the UK College of Medicine Department of Urology.

Q: What is the best piece of advice you've been given?

A: "Don't wait for the perfect time."

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

A: Outside of work, I enjoy traveling with my family and friends. Some of my favorite trips were to Iceland, Chile, Hawaii and Portugal. I also enjoy live music and reading a good book.



BLACK HISTORY MONTH

The story of Black History Month begins with Carter G. Woodson and Negro History Week in 1926. By the late 1960s, Negro History Week had evolved into Black History Month on many college campuses and was officially recognized by President Gerald Ford in 1976. The theme for Black History Month 2023 is “Black Resistance,” which explores how “African-Americans have resisted historic and ongoing oppression, in all forms, especially the racial terrorism of lynching, racial programs, and police killings.”

BLACK HISTORY MONTH RESOURCES

National Museum of African American History and Culture: NMAAHC has launched its newest digital initiative, the Searchable Museum, which provides a rich digital experience that includes a multimedia presentation of NMAAHC’s historical narratives, collections, and educational resources.

Center for Racial Justice in Education: Lesson plans and curriculum resources for use beyond the scope of one month.

The Humanity Archive Podcast: Focused on the overlooked narratives in the pages of the past, The Humanity Archive challenges dominant perspectives and breathes life into topics ranging from the Great Migration to crack and the War on Drugs and 17th-century African queen Njinga.

WOMEN’S HISTORY MONTH

Women’s History Month has its origins as a national celebration in 1982, where it was originally conceived as Women’s History Week. It wouldn’t be until 1987 that it was celebrated as the full month as we currently know it. Women’s History Month is a celebration of the innumerable achievements women have made over the course of American history in various fields.

WOMEN’S HISTORY MONTH RESOURCES

The History Chicks: A podcast covering women from time periods and continents like late 1800s Poland to 1600s Africa, each episode serves as an introduction to the most important women in history, both real and fictional.

Representation with a Hyphen: Latinas in the Fight for Women’s Suffrage: A story of Latinas’ bicultural political engagement and experience in the U.S., presented by the National Women’s History Museum in partnership with NBCUniversal.

Women in India: Unheard Stories: A collection of exhibits, videos, and virtual tours, exploring the women who changed Indian culture from the past to the present.

NATIONAL DISABILITY AWARENESS MONTH

On February 26, 1987, President Ronald Reagan officially declared Proclamation 5613, making March National Disabilities Awareness Month. The proclamation called for people to provide understanding, encouragement, and opportunities to help persons with disabilities to lead productive and fulfilling lives.

Everyone wants, and deserves, to enjoy life, feel productive and secure. But in March, we take extra steps to raise awareness about the supports and rights of the people with disabilities and to celebrate their contributions to our communities and society as a whole.

NATIONAL DISABILITY AWARENESS MONTH RESOURCES

“Crip Camp”: Crip Camp is the story of one group of people and captures one moment of the Disability Rights Movement. Available to stream on Netflix.

“I’m Not Your Inspiration, Thank You Very Much”: Stella Young is a comedian and journalist who happens to go about her day in a wheelchair — a fact that doesn’t, she’d like to make clear, automatically turn her into a noble inspiration to all humanity. In this very funny talk, Young breaks down society’s habit of turning disabled people into “inspiration porn.”

The Accessible Stall: A disability podcast hosted by Kyle Khachadurian and Emily Ladau about issues within the disability community.



upcoming EVENTS



Men of Color Symposium

Friday, Feb. 10 | 9 a.m. - 3 p.m. in Harris Ballroom | Register [HERE](#)

This symposium creates an opportunity for men of color across the state of Kentucky to speak toward their unique experiences with the goal of sharing knowledge and creating stronger pathways toward success. The theme for the 2023 University of Kentucky Men of Color Symposium is "Be Your Own Brand: Build It, Be It, Believe It." Our theme is rooted in our commitment to embrace, acknowledge and support the holistic needs of men of color throughout the K-12 and college experience.

2023 Future Health Professionals Conference

Monday, Feb. 13 | 9 a.m. - 3 p.m. at the Gatton Student Center | Register [HERE](#).

Hues in Medicine, an undergraduate student organization focused on diversifying the face of health care, has partnered with ODEI, as well as the College of Health Sciences, Office for Institutional Diversity, and the Martin Luther King Center to host a pre-medical conference in February. The conference is open to all, but tailored for undergraduates interested in health professions, as well as M1s and M2s who may be interested in pursuing academic medicine. Sessions will include workshops on CV/resume building, diversity and inclusion in academia, minority men in health, building a supportive network, seeking mentorship, and being a competitive applicant to a health professional graduate school.

Academic Writing Series

Tuesdays, Feb. 14 - April 4 | Noon-1 p.m.

Please join us for an upcoming professional development series, supported by the ODEI and the Office of Faculty Affairs and Development. The content, developed by Building the Next Generation of Academic Physicians (BNGAP), supports medical students, residents, fellows, and early-career faculty seeking to build their academic writing skill sets, but all are welcome.

Sessions are scheduled noon-1 p.m. ET on Tuesdays from Feb. 14 to April 4. Participants are not required to attend every session, but each session will build upon the last. For more information, please [CLICK HERE](#) or email comdei@uky.edu if you have any questions.

Learning to Flex Your Failure Muscle

Friday, Feb. 17 | Noon - 1p.m. in MN 136 and Zoom | Register [HERE](#)

Hosted by Steven Johnson, PhD, director of psychotherapy and psychological services.

Sister Circle Forum

Thursday, Feb. 23 | 9 a.m. - 3 p.m. in Harris Ballroom | Register [HERE](#)

Through interactive workshops, presentations, activities, and dynamic keynote addresses, conference attendees will engage in critical conversations surrounding professional development, education, and career planning, examine the legacy and present state of support between different groups of women. This directly connects with the narrative of women of color in the United States and boldly highlights a more Global Sister Circle experience of unity and solidarity.



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 two 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" five 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 seven 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.

