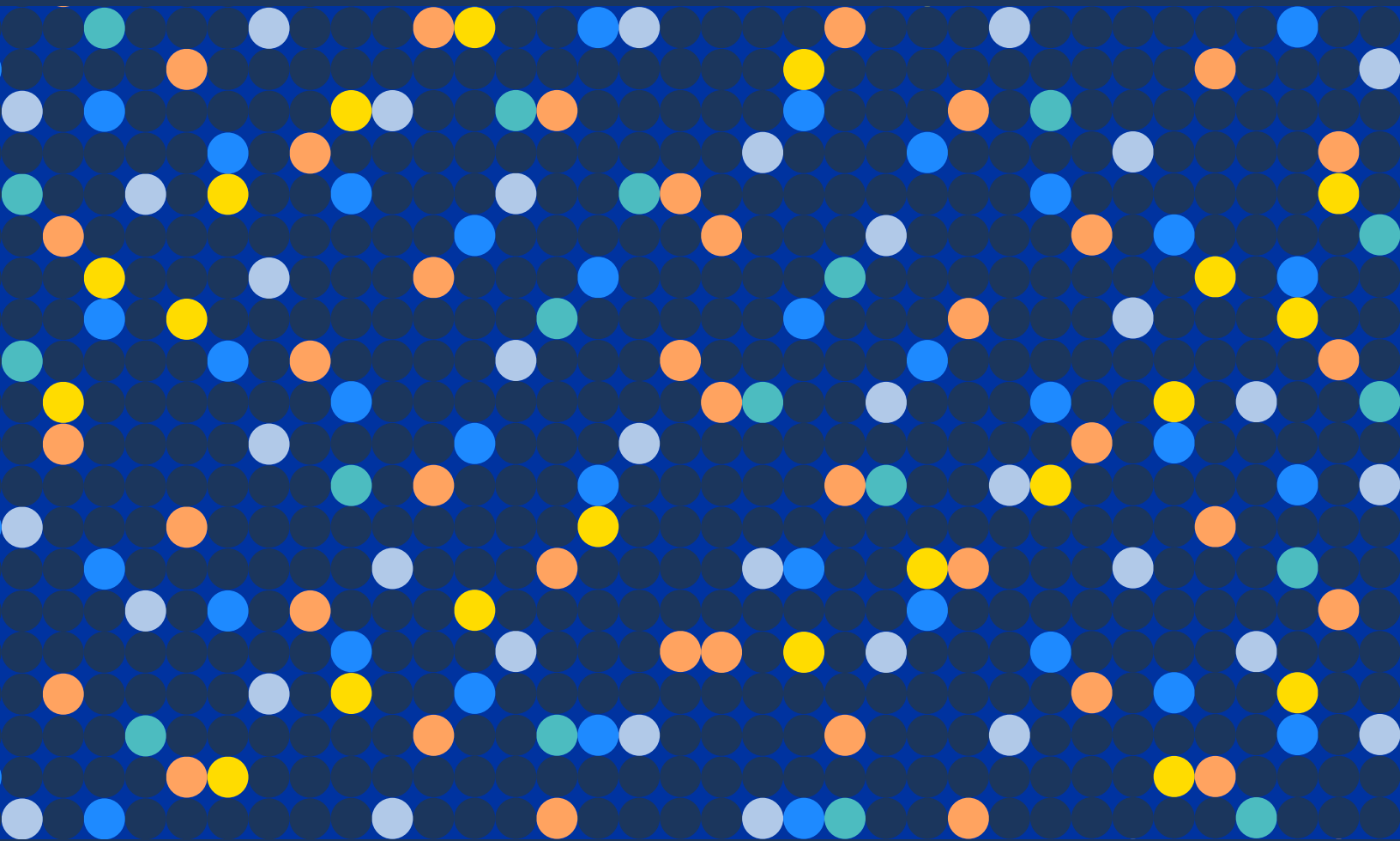


THE MOSAIC

VOL. 7

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



College of
Medicine

Office of Diversity, Equity & Inclusion



welcome

Fall is upon us, College of Medicine! The leaves will soon fade to orange and red and, after the hottest summer ever recorded, the air will (hopefully) soon grow cool once more. As we enter this season of gratitude, take time to pause and reflect on how far you've come. Whether you are a student, faculty, trainee, fellow, or staff, I invite you to pause now and take a deep breath. Celebrate your wins, big or small, and think about what you are most grateful for in this moment.

As our office continues its work to embed principles of diversity, equity, inclusion, and belonging across the College of Medicine, we are grateful for each of you. Creating a culture of belonging requires everyone to be involved, so I want to thank you for being a part of this vibrant community.

Keep reading to learn about some of the work ODEI has been doing lately. This volume of the Mosaic also includes information about upcoming holidays and observances, as well as recommendations for books and shows from ODEI staff.

Take care of yourselves and one another,

Charla Hamilton

Acting 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

Black Boys and Men in Medicine program supports pathway to health care career

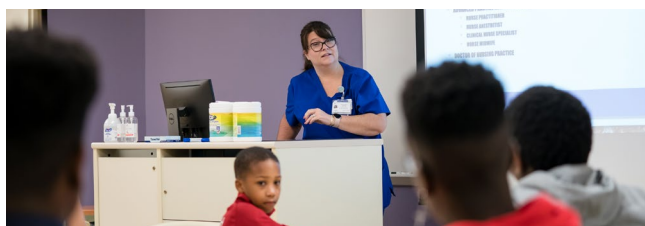
According to a study by the Association of American Medical Colleges (AAMC), Black men represent less than 3% of physicians in the United States, fewer than in the 1970s.

The College of Medicine is addressing this scarcity directly by reaching out to young Black male students through Black Boys and Men in Medicine, a program created with the partnership of the Black Male Working Academy (BMWA) in Lexington.

BMWA and BBAMM offer middle school and high school boys connections with Black mentors in UK's health colleges to support a path to careers in health care.

On May 20, the program celebrated the final session of the academic year. To get involved with BBAMM during the 2023-2024 academic year, email charla.hamilton@uky.edu.

[Read more in our story featured in the Summer 2023 edition of UK Medicine magazine.](#)



Common Read Initiative sparks important conversations among first-year medical students

Faculty and staff facilitators joined first-year medical students for an important conversation about bias during the UK College of Medicine's second annual Common Read Initiative.

Each student was presented a copy of "What We Don't Talk About When We Talk About Fat" by Aubrey Gordon. The book navigates the unlearning of a bias buried deeply in American culture. Studies show fat people are more likely to be women, and women of color, and fat bias may allow gender and racial discrimination to hide in a "safe" form.

Students and facilitators read the book over the summer, and during medical school orientation, were part of small-group discussions to share how the book changed their perspectives.



Facilitator Bodie Stevens, student affairs officer for the Rural Physician Leadership Program, said the Common Read Initiative's small-group book discussions allowed students to feel comfortable sharing their thoughts with their peers.

"It was very enlightening," Stevens said. "What I learned from them was way more than I could have given to them."



Student Art Exhibition following "Etching Away Bias: A Narrative Summer Series"

Learners from the University of Kentucky College of Medicine were presented an opportunity to express their creativity and convey their perspectives on important health care topics.

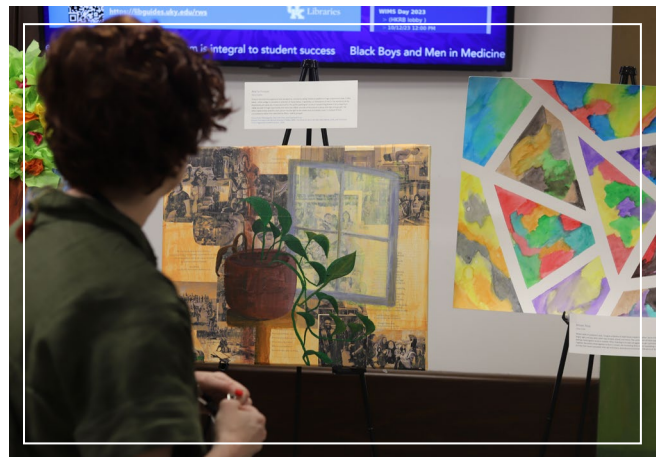
"Etching Away Bias in Medicine," a narrative series, offered learners the chance to listen to and engage with physicians, dietitians, scientists, patients, and artists. Over the summer, each participant was given a prompt.

The series included five, two-hour workshops that began with a literary or visual prompt into the topics of obesity and addiction, followed by discussions with health care providers from gastroenterology, addiction medicine, and transplant surgery, encounters with patients, and time to work one-on-one with local artists.

[Read more here about the project.](#)

October is National Substance Abuse Prevention Month

— an observance to highlight the vital role of substance abuse prevention in both individual and community health and to remember those who have lost their lives to substance abuse.



IN THE news

UK College of Medicine grants free access to program teaching medical Spanish proficiency

Faculty, staff, learners, and trainees now have free access to a leading online resource for medical Spanish proficiency.

CanopyLearn, a Spanish language training program for health care professionals, includes 40 hours of instructional content broken down into simple 15-minute modules. There are 36 total lessons spanning three levels with multiple learning modes. The interactive modules are intended to provide a more holistic active learning experience and include grammar, pronunciation, and vocabulary for 36 medical specialties.

The idea to connect the UK College of Medicine with CanopyLearn was a collaboration between the Office for Diversity, Equity, and Inclusion and Holly Danneman, MD, Northern Kentucky Campus associate dean.

More than 200 individuals in the College of Medicine have already signed up! Those interested in signing up can [click here to register](#).



upcoming EVENTS

PRIDE Outside | Oct. 21-22

Mark your calendars! The UK College of Medicine LGBTQ+ Advisory Committee will host its fourth annual Pride Outside event in early October! Stay tuned for details to be released shortly.



WIMS DAY

Thursday, Oct. 12, 2023 | Noon - 5 p.m. | HKRB



MOVING ALONG THE PIPELINE: CAREER DEVELOPMENT AT ALL LEVELS

Keynote Speaker:

MARY DANKOSKI, PHD

Executive Associate Dean for Faculty Affairs and Professional Development

Lester D. Bibler Professor of Family Medicine

Indiana University School of Medicine

[CLICK HERE TO REGISTER!](#)



UPCOMING CELEBRATIONS AND TRADITIONS

Religious Holidays and Traditions

Rosh Hashanah occurs Sept. 15-17 and **Yom Kippur** is Sept. 24-25. Be considerate and try to avoid scheduling meetings or events during these important holidays!

Navaratri is a Hindu festival dedicated to the Divine Feminine, most often associated with Durga Ma and Goddess Parvati. This festival lasts for nine days and nights, during which various forms of the Devi are worshipped.

Diwali, or “festival of lights” is one of the most important Hindu festivals of the year. It lasts for five days and combines a number of festivals to celebrate different gods and goddesses and events in their lives as described in Hindu tradition. In 2023, Diwali will be celebrated on Nov. 12.

Día de los Muertos begins on the evening of Oct. 31 and is celebrated through Nov. 2 by Mexicans and Mexican Americans. This holiday has its roots in two traditions: the Christian observance of All Saints and All Souls Day, and two Aztec festivals in which the souls of the dead were welcomed back to visit those who remembered them. Central to the observance is the creation of an ofrenda, or altar, in the home, with flowers, foods, and favorite possessions to honor the memory of deceased loved ones and to welcome their visiting souls. The holiday is celebrated with family and community gatherings, music, and feasting, and the festivity of its observance acknowledges death as an integral part of life.

LATINX HERITAGE MONTH

Hispanic Heritage Month, or Latinx Heritage Month, is celebrated annually from Sept. 15-Oct. 15 to acknowledge the history, culture, and contributions of Americans whose ancestry can be traced to over 20 countries in Latin America, including Mexico, Central and South America, and the Caribbean. The start of the month, Sept. 15, is significant, as several Latin American countries celebrate their independence from Spain on this day, including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Mexico and Chile also celebrate their independence during the month on Sept. 16 and Sept. 18, respectively.

In the United States, there are approximately 60 million people who have ancestries connected to these countries who reside in the United States, representing approximately 18% of the U.S. population. Many labels are used for this panethnic group, with the most common umbrella terms being “Hispanic” and “Latina/e/o/x.” Hispanic Americans have been influential in every part of this nation’s history, from arts to politics to business and innovation to the military.

RECOMMENDATIONS

“Salt of the Earth” (1954) is a classic film told from the perspective of the wife of a Mexican miner and union leader. The film follows as the workers struggle to keep the strike going against the company. The saving grace ends up being the women joining the fight. The film talks about machismo in the Latinx community, discrimination against Latinx people, and the power of unions.

“Inheritance,” written by Elizabeth Acevedo and illustrated by Andrea Pippins, celebrates the beauty and meaning of natural Black hair. This book brings together award-winning author and poet Elizabeth Acevedo’s most famous spoken-word poem with colorful art and a message of self-love. This powerful book embraces all the complexities of Afro-Latinidad—the history, pain, pride, and powerful love of that inheritance.

“Wild Tongues Can’t Be Tamed,” edited by Saraciea Fennell, brings together bestselling and award-winning authors, as well as up-and-coming voices, to interrogate the different myths and stereotypes about the Latinx diaspora. These 15 stories tackle everything from ghost stories and superheroes, to memories in the kitchen and travels around the world, to addiction and grief, to identity and anti-Blackness, to finding love and speaking your truth.



LGBT HISTORY MONTH

October is nationally recognized as Lesbian, Gay, Bisexual and Transgender (LGBT) History Month in the United States. It was first observed in 1994, and October was selected because it coincides with National Coming Out Day on Oct. 11 and because it is the month of the first March on Washington for Lesbian and Gay Rights in 1979.

A notable fact in medical history—Johns Hopkins University in Baltimore, in the early 1960s, was the first American medical school to study and perform sex reassignment surgery, or what was is now more aptly known as gender-affirming surgery.

NOTABLE LGBTQ+ FIGURES IN MEDICAL HISTORY



DR. SARA JOSEPHINE BAKER

An American physician notable for making contributions to public health, especially in the immigrant communities of New York City. Her fight against the damage that widespread urban poverty and ignorance caused to children, especially newborns, is perhaps her most lasting legacy. She also is known for (twice) tracking down Mary Mallon, the infamous index case known as Typhoid Mary.



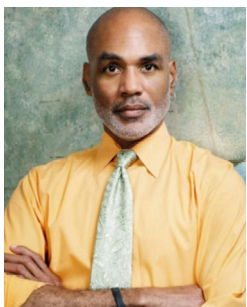
DR. ALAN L. HART

An American physician, radiologist, tuberculosis researcher, writer, and novelist. In 1918, he was one of the first trans men to undergo hysterectomy and gonadectomy in the United States and lived the rest of his life as a man. Dr. Hart pioneered the use of X-ray photography in tuberculosis detection and was instrumental in developing tuberculosis screening programs at the time that tuberculosis was the largest disease killer in the U.S.



DR. LOUISE PEARCE

A physician and pathologist, was one of the foremost female scientists of the early 20th century. Her research led to a cure for trypanosomiasis (African Sleeping sickness) in 1919. In 1920, when a severe outbreak of the disease broke out in modern-day Zaire, Dr. Pearce volunteered to go alone to Leopoldville to test the new drug. The Rockefeller Institute sent Dr. Pearce, "trusting her vigorous personality to carry out an assignment none too easy for a woman physician and not without its dangers." Studying the effect of each dose of tryparsamide on more than 70 patients, Dr. Pearce saw the parasites were completely eradicated within a few weeks of the treatment. For many years, Dr. Pearce lived with physician Dr. Sara Josephine Baker and author Ida A. R. Wylie and is even buried alongside them. All were members of Heterodoxy, a feminist biweekly luncheon discussion club, of which many members were lesbian or bisexual.



PHILL WILSON

A prominent Black HIV/AIDS activist. After the death of his partner from HIV, he founded the Black AIDS Institute in 1999. Wilson was later appointed to President Obama's Advisory Council on HIV/AIDS and served as a World AIDS Summit delegate advocating for the CDC to provide additional funding to Black-led HIV/AIDS advocacy groups. He was a forerunner in the creation of the "Let's Stop HIV Together" campaign, which promotes HIV testing, prevention, and treatment.



"A Queer History of the United States" by Michael Bronski, winner of the Stonewall Book Award in nonfiction, is the first comprehensive history of lesbian, gay, bisexual, and transgender America. According to the author, this is more than a "who's who" of queer history. It is a narrative that radically challenges how we understand American history. Drawing upon primary documents, literature, and cultural histories, scholar and activist Michael Bronski charts the breadth of lesbian, gay, bisexual, and transgender history, from 1492 to the present, a testament to how the LGBTQ+ experience has profoundly shaped American culture and history.

E-Series: Queens on a Quest | Dimension 20: Dungeons and Drag Queens

[WATCH HERE](#) as Bob the Drag Queen, Monét X Change, Alaska, and Jujubee join Brennan in the Dome for a wild, chaotic, and heartfelt adventure into the underworld in the premiere episode of Dungeons and Drag Queens.

And be on the lookout for **"Rustin"**— an upcoming American biographical drama film that revolves around the life of gay civil rights activist Bayard Rustin, who helped Martin Luther King Jr. and others organize the 1963 March on Washington. It stars Colman Domingo in the title role, alongside Chris Rock, Glynn Turman, Aml Ameen, CCH Pounder, Da'Vine Joy Randolph, Michael Potts, Bill Irwin, Jeffrey Wright, and Audra McDonald. The film is scheduled to premiere at the 2023 Toronto International Film Festival in September 2023, and is later scheduled to be released in theaters on Nov. 3, 2023, and to premiere on Netflix on Nov. 17.

NATIVE AMERICAN HERITAGE MONTH

Indigenous People's Month, or Native American Heritage Month, is observed in November to call attention to the culture, traditions, and achievements of the nation's original inhabitants and of their descendants. The official designation of November as National Native American Heritage Month was signed into law in 1990.

Many of Native Americans' innovations in health and medicine have been around for thousands of years, predating — and contributing to — Western medicine. The world can thank Native Americans — the Iroquois and Seneca tribes, in particular — for inventing baby bottles and baby formula, important to infants' health when breast milk is not available. And according to the History Channel, Native Americans invented syringes. There are currently 574 federally recognized tribes in the United States. And out of the estimated 5.2 million American Indians and Alaska Natives (AI/ANs) in the U.S., about 3,400 are physicians, just 0.4% of the physician workforce.

A notable figure in both Native American and medical history is Dr. Susan La Flesche Picotte. Born in 1865 on the Omaha reservation, Picotte was the first Native American woman to receive a medical degree. She became inspired to enter the medical field as a child, after watching an Indigenous woman die because the local white doctor refused to treat her illness. After completing only two years of a three-year program at the Woman's Medical College of Pennsylvania (the first medical school in the country established for women), she graduated valedictorian at the age of 24. She later returned to Nebraska where she provided health care to some 1,200 Omaha people over more than 400 square miles. She also opened the first non-government funded reservation hospital.

"Reservation Dogs" is a coming-of-age comedy that follows the exploits of four Indigenous teenagers in rural Oklahoma. It was created by Sterlin Harjo and Taika Waititi for FX Productions and is the first series to feature all Indigenous writers and directors, along with an almost entirely Indigenous North American cast and production team. Season 3 just dropped on Hulu.

"SGaawaay K'uuna/The Edge of the Knife" is a 2018 film co-directed by Gwaai Edenshaw and Helen Haig-Brown and is the first feature-length film made entirely in Xaat Kil — the Haida language, an endangered language spoken by Indigenous people in Southeast Alaska and Haida Gwaii/British Columbia. Taking place in the 1800s, the story follows a man that lives in the Temperate Rainforest of Haida territory after the accidental death of a child and brings in a character of Haida stories: the Gaagiixid, the Wildman. SGaawaay K'uuna is available to stream on Amazon Prime Video, Apple TV, and the Roku Channel.



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 eight 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.

