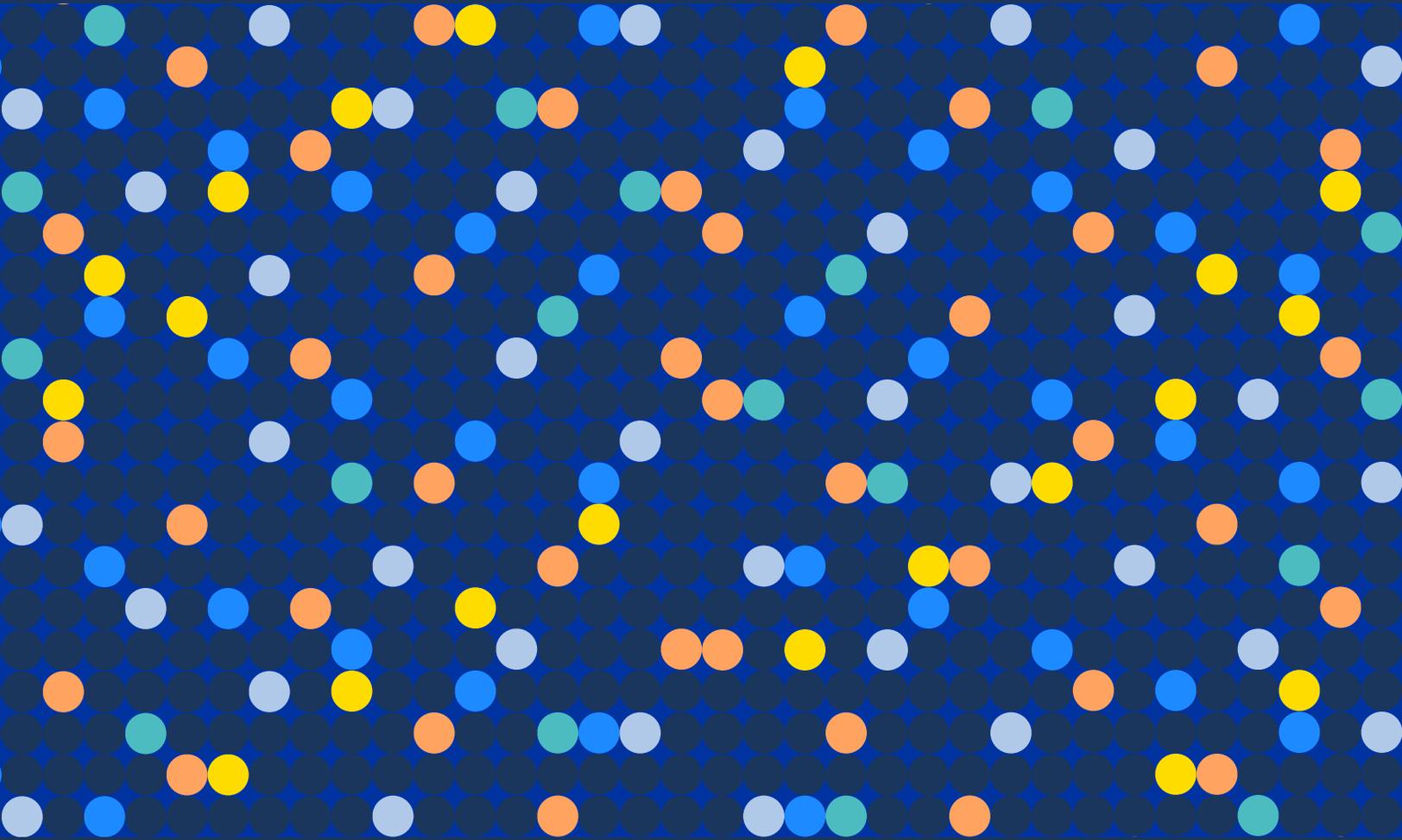


THE MOSAIC VOL. 4

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



DIRECTOR'S welcome



Greetings, everyone!

Welcome to our newest learners, staff, and faculty and welcome back all of you to another edition of the Mosaic, the newsletter for the Office of Diversity, Equity, and Inclusion (ODEI).

The Mosaic is named in reflection of the diversity of identities and backgrounds within the UK College of Medicine and the patterns our community creates together. The Mosaic is a means for us to share news from the past few months, our collective successes, and future opportunities to connect.

As you will read in the following pages, the College of Medicine remains committed to doing the work to elevate our community.

Wishing you all a wonderful and productive semester!

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.*

upcoming EVENTS

College of Medicine Pride Week Wednesday, Sept. 28 – Tuesday, Oct. 4

HIV Stigma Panel

Wednesday, Sept. 28 | Noon-1 p.m. ET
[Click here for the Zoom link.](#)

Film Screening of 'Milkwater'

Thursday, Sept. 29 | 5-7 p.m. ET | MN 363

Monkeypox Q&A

Friday, Sept. 30 | Noon-1:30 p.m. ET
HKRB110 (Refreshments provided)
[Click here for the Zoom link.](#)

Festival Latino De Lexington

Celebrate Latin American art and culture in the heart of downtown Lexington with live music, dance, virtual arts and authentic cuisine.

Friday, Sept. 30 5-11 p.m.
Saturday, Oct. 1 4-11 p.m.

Social Media Day

Monday, Oct. 3

Engage with the College of Medicine on Facebook, Instagram, Twitter, and LinkedIn

PRIDE Outside

Tuesday, Oct. 4 | 4-6 p.m. ET

Courtyard between the Healthy Kentucky Research Building and Biomedical Biological Sciences Research Building

WIMS Day

Thursday, Oct. 13

E.S. Good Barn

Open to All

[Click here to register.](#)

CHET's Elevating Equity Speaker Series

Monday, Oct. 17 | 11:30 a.m. – 1 p.m. ET

Advancing Health Equity: Translating Stories to Partnership Policy and Practice

[Click here for more information.](#)



IN THE news



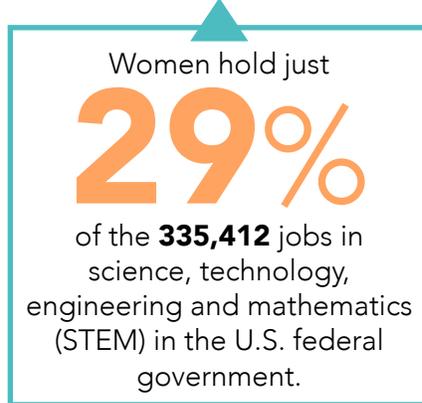
More than 150,000 people in Jackson, Miss., are without access to safe drinking water after the city's main water treatment facility began failing on Aug. 29. Becker's Hospital Review discussed how hospitals in the area are responding to the crisis. The chair-elect of the AAMC Board of Directors is LouAnn Woodward, MD, vice chancellor and dean of the University of Mississippi Medical Center School of Medicine, which is located in Jackson. The UMMC has issued a statement noting that the main campus is on its own well water system, but other locations and functions of the medical center in the area are affected by the crisis.

[READ MORE](#)



Men outnumber women by more than 2 to 1 in federal science jobs, contributing to a gender pay gap of \$4,300, reported Nature magazine.

[READ MORE](#)



FDA Commissioner Robert Califf, MD, wrote an editorial in Science magazine on the need for the biomedical community to prioritize common chronic diseases, mental health conditions, use of tobacco products, and deaths due to opioid overdose, specifically focusing on those who suffer most: racial and ethnic minorities, people with less wealth and education, and people living in rural areas.

[READ MORE](#)



Dr. White Named Senior Associate Dean for Medical Student Education

Earlier this summer, Stephanie L. White, MD, MS, associate professor of pediatrics, was announced as the new senior associate dean for medical student education.

In this position, Dr. White will oversee the Office of Medical Education as it works to support medical students, administrative staff, and faculty across all regional campuses. This oversight will include admissions, curriculum, medical student assessment, student affairs, scholarly concentrations, and faculty development related to medical student education.

Dr. White's strengths of mentorship and advocacy will be vital for the success of our medical education program, particularly as the regional campuses mature and the Lexington campus designs and builds the new Health Education Building.





Dr. Pearson Takes on New Leadership Role

Kevin Pearson, PhD, will be serving the college in a new role as the assistant dean for inclusive research initiatives.

In this position, Dr. Pearson will be work with college leadership to develop strategies that improve the recruitment and retention of underrepresented students, fellows, and faculty in research and support and optimize stairway programs to propagate a diverse biomedical workforce.

This new role has a direct reporting line to the Office of Research and a dotted line to ODEI. Dr. Pearson will play a vital role in how DEI plans are operationalized in the research setting.

Dr. Pearson has served as director of inclusive research initiatives for nearly two years. This rise in leadership recognizes his growing responsibilities and the college’s continued emphasis on developing opportunities for underrepresented trainees and faculty in research.

Common Read Initiative Helps First-Year UK Medical Students Navigate Implicit Bias

As a faculty preceptor for the Introduction to Clinical Medicine course, Hilary Surratt, PhD, associate professor of behavioral science, has witnessed learners engage in thoughtful dialogue around biases. However, she said they sometimes struggle in understanding how bias impacts clinical care.

Through the UK College of Medicine’s new Common Read Initiative, Dr. Surratt was able to help facilitate important discussions about those connections.



Each first-year medical student this year received copies of “Blindspot: Hidden Biases of Good People” to read over the summer. Written by Harvard psychologists Mahzarin Rustum Banaji, FBA, and Anthony Galt Greenwald, PhD, the book challenges the notion that people fully understand their own minds enough to assess others fairly and accurately. The authors explore hidden biases, including their own based on results from the Implicit Association Test.

Read more about the Common Read program by [clicking here](#).



Diversity Ambassadors Engage With the Lexington Community

For assistant professor Jamie Key, DO, promoting equality and inclusion “is in my blood as much as red blood cells.” In fact, part of her reasoning for choosing a specialty in physical medicine and rehabilitation was so she could provide care for individuals who experience biases of ableism and help them navigate the challenges.

Dr. Key is now helping create positive change in her department through the UK College of Medicine Diversity and Inclusion Ambassador program. The college has appointed 22 ambassadors who are charged with developing more equitable practices and leading these efforts in their respective departments and centers.

You can read [THIS STORY](#) and much more in our [SUMMER 2022 EDITION](#) of UK Medicine magazine.





The residency fair was another success this year as we showcased our residency programs and outlined how diversity, equity, and inclusion are advocated within our institution."

Kaylin Batey, SNMA President



SNMA, GME Host Third Annual Virtual Residency Fair

In August, the University of Kentucky's Student National Medical Association (SNMA) and the Office of Graduate Medical Education hosted the third annual virtual residency fair, providing residency applicants from underrepresented backgrounds a virtual look into UK's residency programs by connecting them with program directors, faculty, and current trainees.

The event attracted over 100 participants worldwide and featured more than 9 UK residency programs. The event was kicked off by SNMA chapter president Kaylin Batey and vice-president Hana Kebede. They welcomed all participants and delivered a presentation of the chapter's ongoing efforts to create pathways for addressing the needs of underserved communities and increasing the number of clinically excellent, culturally competent, and socially conscious physicians.

Katherine McKinney, MD, MS, senior associate dean for graduate medical education, gave participants a view of her office's resources and current initiatives. The event also included a presentation from the director of ODEI, Brian Hamilton, who discussed the College of Medicine's strategic plan for recruiting and retaining diverse trainees, faculty, and staff. All participants had opportunities to interact directly with current residents and program directors via breakout room sessions.

The UK SNMA hopes that this annual event will contribute to diversifying the face of medicine across our training programs.

Dr. Yadon Addresses BIPoC Mental Health

Rachèle Yadon, MD, is an assistant professor of psychiatry at the UK College of Medicine. Along with serving on the faculty, she is a diversity and inclusion ambassador. In this role, she is charged with developing more equitable practices and leading these efforts in her department.



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

A: Looking back, I've been passionate about diversity, equity, and inclusion work since early in my training. I was a sociology major in college and was interested in racial and gender identity, prejudice and discrimination, and learning to see and understand the connections between broad social forces and individual experiences. Learning about health care disparities in particular and seeing how they impacted my community firsthand were the key motivators for pursuing a career in medicine. Now, as a diversity ambassador, I get to share that passion with my department. I love coming to work every day knowing that I get to be a part of creating spaces of safety and belonging for each other and for our patients. As a clinical supervisor and an associate residency training program director, I get to help shape clinical practice and resident training towards awareness of biases and disparities. It's the work I hadn't realized I always wanted to do, and I find it deeply fulfilling.

More information about BIPoC Mental Health Month and resources can be found [HERE](#). The rest of Dr. Yadon's spotlight can be found by [CLICKING HERE](#).



LGBTQ+ Advisory Committee Promotes

'Acceptance, Mentorship and Advocacy'

The College of Medicine LGBTQ+ Advisory Committee was established to build a more inclusive environment for LGBTQ+ faculty, staff, and trainees. Under direction of ODEI, the committee hosts social events, creates mentorship and networking opportunities, and more.

Since its launch in 2020, the committee has started an annual Pride Week, helped establish a mentoring program for LGBTQ+ faculty and trainees, and initiated the SAFE Pledge, allowing members of the college to promise to serve as effective, supportive allies for the college's LGBTQ+ community.

Meet two members of the committee, Patric Lowery, staff co-chair, and Taylor Bradley, new learner representative and former president of UK MedPride, a student organization.



PATRIC LOWERY

Q: Why did you want to be involved in the committee?

A: I wanted to become involved, partially because this committee was brand new and we had nothing like it prior to that. As a staff member that is a part of the LGBTQ+ community, I wanted to help shape a space in the College of Medicine for other LGBTQ+ staff members that may or may not have the availability or ability to participate. As a staff member, we may feel not as important as faculty or students since we are not doctors or training to be doctors. I wanted to ensure that the voices of other staff members were heard and that our needs as LGBTQ+ staff were being considered.

TAYLOR BRADLEY

Q: How have you been involved in the committee?

A: I helped organize the first annual HIV testing competition between UK and the University of Louisville! We welcomed AVOL, Gilead, and BlueGrass Clinic to facilitate HIV testing and promote discussions regarding prophylaxis and PrEP prescriptions. There were also two panel discussions throughout the day: a conversation on PrEP from physician, public health, and patient perspectives and a provider panel. I hope to plan to similar events in the future!



Read the full Q&A with Patric and Taylor [HERE!](#)

October is LGBTQ+ History Month

While Pride in June celebrates the anniversary of the 1969 Stonewall Uprising, LGBTQ+ History Month recognizes and attempts to address the lack of history formally taught in schools. The month of October was chosen to coincide with National Coming Out Day (Oct. 11) and has grown to include Spirit Day (Oct. 20) and the anniversary of the murder of Matthew Shepard (Oct. 21) which led to the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act.

[Library of Congress LGBTQIA+ Studies: A Resource Guide](#)

[A Queer History of the United States](#) – Michael Bronski

Intellectually dynamic and endlessly provocative, "A Queer History of the United States" is more than a "who's who" of queer history: it is a book that radically challenges how we understand American history. Drawing upon primary documents, literature, and cultural histories, noted scholar and activist Michael Bronski charts the breadth of lesbian, gay, bisexual, and transgender history, from 1492 to the 1990s, and has written a testament to how the LGBT experience has profoundly shaped our country, culture, and history.

[History is Gay Podcast](#)

"Two queer nerds share their love for the past hijinks, and all things gay, sharing stories of those of us in the unexplored corners of history who have always been there."



Promoting Diversity through Summer Programs



Markey Cancer Center Appalachian Career Training in Oncology (ACTION) Program

First established in 2016, the program offers Appalachian Kentucky high school and undergraduate students enrolled at the University of Kentucky the opportunity to gain cancer research, clinical, outreach, and education experiences that will enrich their interest in pursuing a cancer-focused career.

Summer Enrichment Program and Health Researchers Youth Academy

A three-week residential program providing a series of experiences and activities for students interested in pursuing a health career, from kindergarten through 12th grade. Most of these activities are available and open to any student in Kentucky interested in a health career.



Students Participating as Ambassadors for Research in Kentucky (SPARK)

SPARK recruits and trains undergraduates, mainly from traditionally underrepresented backgrounds and communities, to undertake applied research. SPARKlers are provided extensive didactic training, enrichment activities (book club, guest speakers, field trips) and matched with scientific and community mentors to conduct original research in their home communities

Markey Science Training in Research, Oncology, Networking and Professional Growth (STRONG)

Ten-week summer program that aims to provide career and professional development for undergraduates interested in cancer research who come from historically undeserved or underrepresented ethnic and racial backgrounds.



SCOBIRC African American Research Scholars (AARTS) Program

Provides Black and African-American students a research intensive experience in neuroscience and neurotrauma research

FUNDING OPPORTUNITIES >>>

ODEI is accepting requests for funding that will aid ongoing research initiatives that support a diverse biomedical workforce, community engagement, pre-faculty professional development, and other programming opportunities within the College of Medicine.

Funds must be spent by the end of the fiscal year (June 30, 2023). For more information, contact COMDEI@uky.edu. All applications are reviewed by a committee on a rolling basis until funds are depleted.

Research Stairway Enhancement Funds

Community Engagement Funding

Pre-Faculty Development and Networking Funding



Inclusive Education Curriculum

This fall is the beginning of the next part of ODEI's Inclusive Education Curriculum.

Part III (September – November)

Bias Literacy - In order to make sense of the world and process the millions of bits of information that we are bombarded with, humans create easily recallable mental categories.

While this can be a useful and efficient cognitive method of information processing, when categories are generated by poorly formed stereotypes, the result is known as implicit bias.

Research over the last 30 years suggests that each of us, even the most well-meaning and educated among us, engage in unconscious bias assessments and decision-making. Bias literacy is about recognizing our own biases and taking action to set new expectations for ourselves and our organizations.

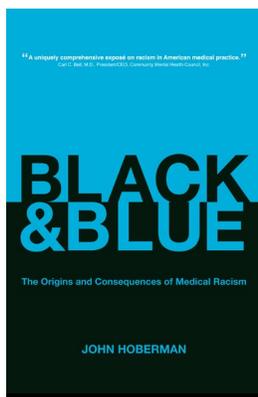
Learning Outcomes

- Define implicit and explicit bias.
- Demonstrate how implicit and explicit bias manifests in health care.
- Recognize how implicit bias may operate in clinical settings and our learning environments.
- Apply strategies that can be used to minimize the impact of implicit bias.

EDUCATIONAL RESOURCES



Books

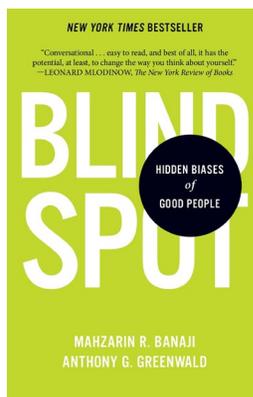


Black and Blue: The Origins and Consequences of Medical Racism

– John Hoberman

Black & Blue is the first systematic description of how American doctors think about racial differences and how this kind of thinking affects the treatment of their black patients. The standard studies of medical

racism examine past medical abuses of black people and do not address the racially motivated thinking and behaviors of physicians practicing medicine today.



Blindspot: Hidden Biases of Good People

– Mahzarin R. Banaji and Anthony G. Greenwald.

I know my own mind. I am able to assess others in a fair and accurate way. These self-perceptions are challenged by leading psychologists Mahzarin R. Banaji and Anthony G. Greenwald as they explore the hidden biases we all carry from a lifetime of exposure to cultural attitudes

about age, gender, race, ethnicity, religion, social class, sexuality, disability status, and nationality.

Articles

“Addressing Racial Bias in Wards”

- Tsai J, Brooks K, DeAndrade S, Ucik L, Bartlett S, Osobamiro O, Wynter J, Krishna G, Rougas S, George P.

The concept of race is often taught in health professions education with a clear biologic underpinning despite the significant debate in the literature as to whether race is a social or biologic construct. In response, the article provides several evidence-based steps to guide discussions around race in clinical settings, while also aiming to limit the use of bias and racism in the practice of medicine.

“Health Equity Rounds: An Interdisciplinary Case Conference to Address Implicit Bias and Structural Racism for Faculty and Trainees”

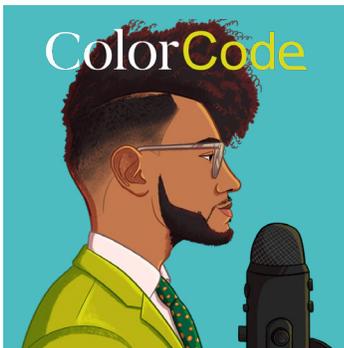
- Perdomo J, Tolliver D, Hsu H, He Y, Nash KA, Donatelli S, Mateo C, Akagbosu C, Alizadeh F, Power-Hays A, Rainer T, Zheng DJ, Kistin CJ, Vinci RJ, Michelson CD.

The authors developed a longitudinal case conference curriculum called Health Equity Rounds (HER) to discuss and address the impact of structural racism and implicit bias on patient care. The curriculum engaged participants across training levels and disciplines on these topics utilizing case-based discussion, evidence-based exercises, and two relevant conceptual frameworks.





Podcasts , Videos, and Documentaries



“Racism is America’s Oldest Algorithm: How Bias Creeps Into Healthcare AI”

In this episode, Casey Ross, STAT’s national health tech correspondent, shares his reporting on racial bias in AI. Chris Hemphill, the vice president for applied AI and growth at Actium Health, tells us about the rise of responsible AI in health care. Ziad Obermeyer, an emergency medicine physician and researcher at the UC Berkeley School of Public Health, walks us through how his team found bias in an algorithm widely used in our health care system and an instance where AI was used to correct a health care injustice.



“How Bias in Healthcare Can Be Deadly” – Safia Hattab

When considering that most Americans visit a doctor at least once a year, it is imperative to pull back the curtain on some of the biases that exist in healthcare. In this talk, Safia Hattab, an African-American, disabled woman, unpacks just how prevalent these biases are in the medical field, and how they can uphold healthcare disparities, becoming a symptom to a larger problem.

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.

