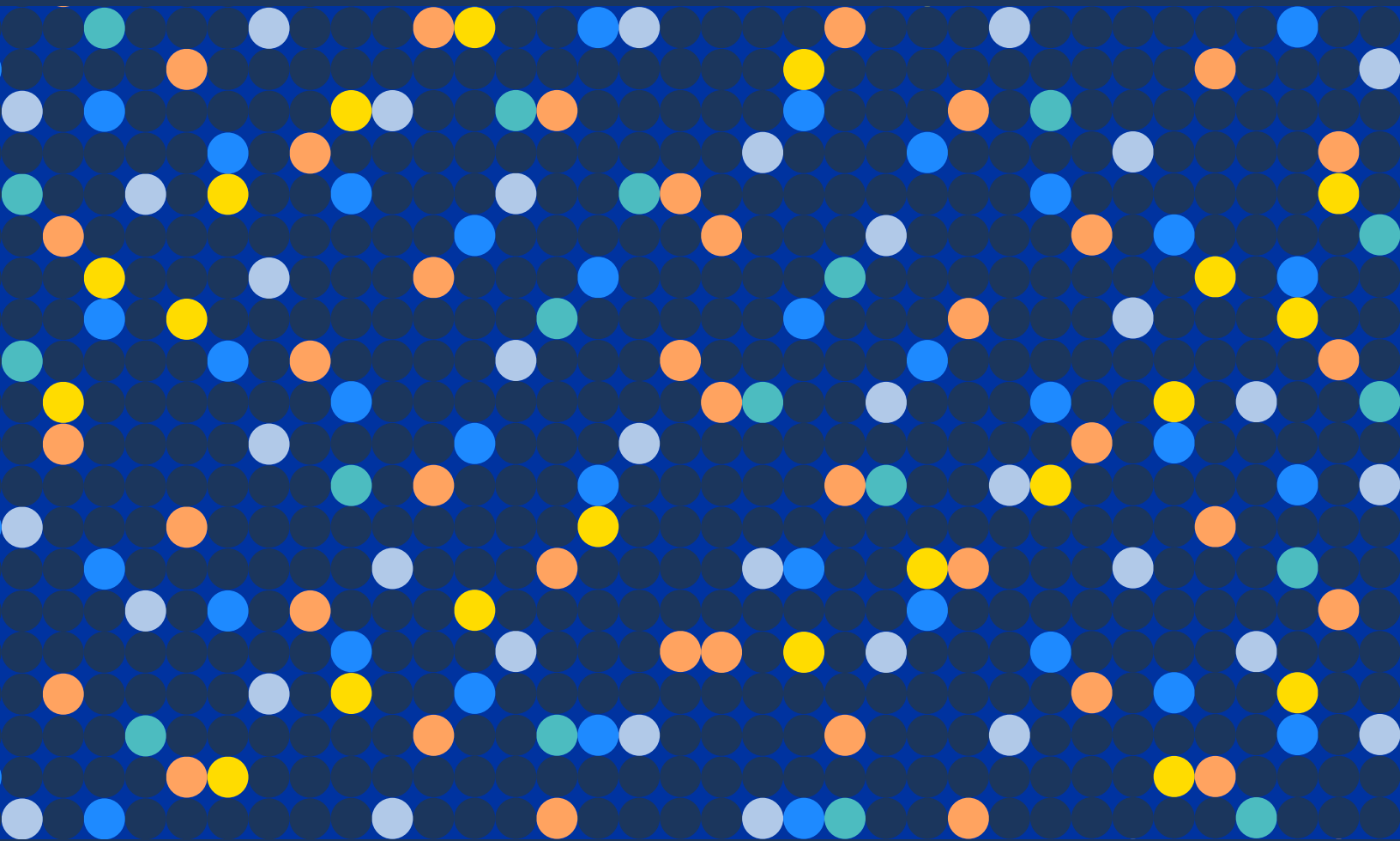


# THE MOSAIC

VOL. 6

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



College of  
Medicine

*Office of Diversity, Equity & Inclusion*



# welcome

Spring has sprung, College of Medicine!

We are excited to share the latest volume of the Office of Diversity, Equity, and Inclusion's Mosaic newsletter with you. We started this newsletter to highlight accomplishments, share successes, facilitate connections, provide transparency, and describe future opportunities for exploration. For us, the Mosaic represents the varied lived experiences in the College of Medicine, our challenges, our changes, and the patterns we create together. To be sure, our communities continue to face situations that challenge our shared vision and goals. However, ODEI remains committed to embedding the values of diversity and equity across the college.

Spring is a time to acknowledge and marvel in the opportunities for new growth. In our academic environment, this includes celebrating the growth of our learners as they graduate and move on to their next great adventure. For the College of Medicine, this spring will also bring a new leader to the Office of Diversity, Equity, and Inclusion. Many of you participated in the interview process for our next vice dean of diversity, equity, and inclusion, and we look forward to the endless ways this leader will contribute to our growth as we enhance our DEI efforts and advance our mission. Many thanks to our committed search committee and everyone involved in the process.

As you review the stories and spotlights included within this volume, continue to think about your growth and how you can advance DEI within your domain. While your goals may be big or small, they should start with connecting with others. Sharing pieces of ourselves and connecting over our shared experiences are how we make our mosaic and how we come together as a community. To lead by example, I'll share a picture (see below) of some spring flowers that bring me joy and encourage you to pause with a colleague, connect, and take some time to smell the roses (or a flower that is actually in bloom).

Please take care of yourselves and one another.

**Stephanie White, MD, MS**

Acting Associate Dean for Diversity and Inclusion  
Senior Associate Dean for Medical Student Education

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

# IN CASE YOU

# MISSED IT

## 'Interconnectivity' Mural Unveiled

ODEI closed March with the formal unveiling of the new art installation in the Medical Center Library basement, followed by a reception and Q&A with the artist. With support from the Herman Lee and Nell Stuart Donovan Memorial Trust, "Interconnectivity," a mixed media painting, was created to explore the history of medicine, healing, and our shared humanity.

More information about "Interconnectivity" and the history of medicine can be found online [HERE](#).



## Markey STRONG Scholars Program Addresses Underrepresentation in Research

In 2021, researchers and educators from the UK College of Medicine and Markey Cancer Center developed an idea for a program to diversify the health care workforce, particularly in cancer research. [READ MORE](#).



## As a Woman in Medicine, Dr. Erin Camac has 'Strong Interest in Giving Back' to Future Generations

Erin Camac, DO, FCCP, an associate professor of medicine, pulmonologist, and critical care medicine physician, shares her path to medicine and the female mentors who have supported her along the way. [READ MORE](#).



## OUTSIDE THE MARGINS presents

### 'The Health Gap: Gender Equity, Bias, and Everyday Sexism'

One in five women say they have felt that a health care practitioner has ignored or dismissed their symptoms, and 17% say they feel they have been treated differently because of their gender—compared with 14% and 6% of men, respectively. Stereotypes about gender affect how doctors treat illnesses, approach their patients, and fuel a lack of inclusivity in research studies. Gender bias can also impact female health care practitioners professionally, leading to fewer women in leadership in academic medicine.

Watch a [recording](#) of the latest Outside the Margins webinar presented by ODEI, the MLK Center, and Hues in Medicine as a panel of experts discuss the impacts of gender bias and tackle how individuals and organizations can do better.







The U.S. Supreme Court is considering two cases in which plaintiffs are asking that the race of applicants be shielded from decision-makers in college admissions (SFFA v. Harvard and SFFA v. UNC). The decisions are expected by the end of June. The AAMC has developed an online resource collection and frequently asked questions to support medical schools ahead of the court's decision. Resources include background on the cases and their potential outcomes, tools and considerations for the admissions community, and scholarly research supporting the benefits of a diverse student body and health care workforce on the health of all.

[READ MORE](#)



An opinion piece in [Medpage Today](#) discussed concern over nepotism in medical education and cited an AAMC Analysis in Brief that found more than 75% of incoming medical students are from families in the top 40% of U.S. income brackets, and 93% have parents with a bachelor's degree or higher in executive, managerial, or professional occupations.

[READ MORE](#)



Recognizing that poverty can drive poor health and even shorten life expectancy, hospitals are offering a range of financial services, from tax preparation to budgeting.

[READ MORE](#)

# COMPASSIONATE CARE REACHING you:

## Northern Kentucky Campus Students Make a Difference through Community Clinic

This spring, the UK College of Medicine-Northern Kentucky Campus will graduate its first class of students. After four years, the campus not only celebrates its full complement of students, but also their extraordinary commitment to serving their communities.

Holly Danneman, MD, associate dean for the campus, said her students are "driven" and "socially minded" when faced with challenges. "They identify a problem and don't sit complacent waiting for the world to take care of the problems," she added.

A prime example is the Compassionate Care Reaching you (CCRU) Clinic, a free student-run clinic that opened in May 2022.

Based on data collected July 1, 2018-June 30, 2019, nearly 2,000 individuals experience homelessness in Northern Kentucky, with almost half reporting one or more disabilities, according to the Northern Kentucky Homelessness Working Group's report.

CCRU is a community-based health care clinic at the Emergency Shelter of Northern Kentucky helping address health care needs for those experiencing homelessness in the community. The CCRU clinic is run by medical students and supported by community physicians. Together, they provide quality care and support to underserved individuals.

In addition to a wide range of comprehensive medical services, the CCRU clinic refers patients in need to the local emergency shelter, which provides social services such as counseling and support groups to address social determinants of health.

CCRU also focuses on community outreach and education. The clinic partners with local organizations and community groups to offer programs and services including health screenings, nutrition counseling, and disease prevention workshops. The CCRU clinic also maintains partnerships with a local health clinic and pharmacy to ensure community members have access to the medications they need at no cost to them. *(Continued on next page)*



## CCRU Continued

On average, the clinic sees 10 patients each day during its hours of operation, Mondays and Wednesdays from 6-9 p.m. CCRU has treated close to 500 patients since it opened its doors in 2022.

Each shift is staffed by one licensed, UK-appointed physician and six medical students. Christa Mattingly, a fourth-year Northern Kentucky Campus student who helped establish CCRU, said the experience allows medical students like herself to learn and grow “in ways that we don’t always get when we’re in the classroom or even in other clinics.”

“This is a unique opportunity to see some of these things firsthand and hear patient stories from members of our community,” she said. “And I think we’ve just been really excited for that opportunity and learned a lot and grown a lot from that.”

Overall, the clinic is an important resource for the community, and in turn, helps the UK College of Medicine train future physicians more effectively by exposing medical students to community-based medicine. Leadership at the Northern Kentucky Campus praises its students for taking on such a big role in advancing the region’s health care.

“Our students have definitely embraced the opportunity to give back to the community,” said Meredith Landorf, MD, assistant dean for the Northern Kentucky Campus.



CCRU has treated close to  
**500** PATIENTS  
since opening its doors.

On average  
CCRU cares for  
**10** PATIENTS  
per day.

CCRU is fully run by  
**medical students**  
and supported by  
**community physicians.**

Each shift is staffed by one licensed  
**UK-appointed physician**  
and **6 medical students.**

CCRU is helping address the need  
for health care, as nearly

**2000**

individuals experience homelessness  
in Northern Kentucky.





# DIVERSITY AND INCLUSION

## AMBASSADOR SPOTLIGHT

### KWAKU OBENG, MD

Diversity and Inclusion Ambassador, Department of Radiology

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: Tell us a bit about yourself. Where are you from? What brought you to medicine and, ultimately, to the University of Kentucky?**

**A:** I am a brother to three sisters and the father of three girls. I was born in Accra, Ghana. Both my dad (a diplomat) and mom (an elementary school teacher) always

stressed the importance of school and encouraged us to strive for the highest standards in all that we did. I spent early childhood in Algeria, then moved to England, France, the Ivory Coast, and finally Ghana before spending the majority of my life in the United States. Thirty-two years ago, I emigrated from Ghana to the United States, where I completed my undergraduate degree at the University of Maryland in College Park, Md., then my graduate degree at Temple University School of Medicine in Philadelphia, Penn. My current positions here at the UK College of Medicine are as an assistant professor of radiology, fellowship program director for neuroradiology, and diversity and inclusion ambassador for the College of Medicine Department of Radiology.

**Q: What made you want to become a diversity and inclusion ambassador? How has your experience been thus far?**

**A:** As I looked to the past for motivation in my future health care profession, I was reminded of the reasons I first wanted to become a doctor: the opportunity to use my education and training to improve the health of underprivileged populations. Having grown up as the son of a diplomat, I can now say that I've lived in a number of different countries. I remember feeling like an outsider and a minority in many of the groups I was a part of. It was then that I first felt compassion for marginalized groups and learned about the economic and health care gaps that exist between different regions. It was also then that I made up my mind to devote my life to improving people's health and fostering more welcoming communities. As a person of color and an expert, I frequently find myself in settings where I notice a lack of diversity and untapped potential. By taking on the role of an inclusive leader, I hoped to hone my capacity for empathy and develop the confidence to help release the full potential of teams that reflect society at large.

**Q: What expertise and/or past professional experiences are you bringing into your work as an ambassador?**

**A:** Because of my unusual upbringing, I have been able to devote significant time and energy to cultivating meaningful personal and professional relationships with others, all while working to minimize my inherent biases, increase my adaptability, and maintain an open mind. One of the most important qualities in a diversity and inclusion ambassador, in my opinion, is a willingness to put one's own needs and desires aside for the greater good of any diversity-focused projects or initiatives. I've had the good fortune to work with colleagues who are both underrepresented in medicine and from various backgrounds. In my capacity as editor-in-chief of our department's diversity newsletter, my aim has always been to foster a welcoming environment where everyone feels safe to express themselves honestly and their input is appreciated.

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

**A:** This upcoming year, I intend to build a summer training program in our division that will allow me to inspire more students from underrepresented groups to pursue specialization in radiology.

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

**A:** When I thought about leaving my chosen field of study, an older cousin once told me, "While it may be intimidating, even feel like a reckless attempt, history is full of examples of improbable success stories being accomplished with the appropriate mindset and some good ol' hard work and persistence. Never consider giving up."

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

**A:** Video editing, reading, traveling.

**Q: Do you have anything you would like to add?**

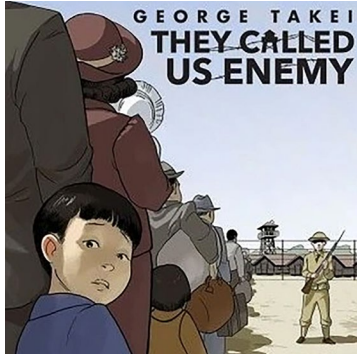
**A:** If we define diversity as a group of people who have diverse perspectives and experiences, then an inclusive person is someone who knows how to make the most of this wealth of difference. We must work hard to communicate in a way that is inclusive of all ideas if we are to maximize the benefits of our DEI initiatives and realize the potential of a diverse campus community.



# ASIAN AMERICAN AND PACIFIC ISLANDER (AAPI) HERITAGE MONTH

Since 1990, the U.S. government has designated the month of May as Asian American and Pacific Islander Heritage Month, celebrating the achievements and contributions of Asian Americans and Pacific Islanders (AAPI) in the United States. The month of May was chosen to mark the arrival of the first Japanese immigrant to the U.S. on May 7, 1843, as well as the anniversary of the completion of the transcontinental railroad on May 10, 1869.

## AAPI HERITAGE MONTH RESOURCES



**[They Called Us Enemy](#)** by George Takei - In 1942, at the order of President Franklin D. Roosevelt, every person of Japanese descent on the west coast was rounded up and shipped to one of 10 "relocation centers," hundreds or thousands of miles

from home, where they would be held for years under armed guard. *They Called Us Enemy* is Takei's firsthand account of those years behind barbed wire, the joys and terrors of growing up under legalized racism, his mother's hard choices, his father's faith in democracy, and the way those experiences planted the seeds for his astonishing future.



**[Self Evident: Asian America's Stories](#)** -

Hosted by the James Beard Award-winning journalist **Cathy Erway**, and created by **James Boo, Talisa Chang, and Julia Shu**. "Self Evident"

is a beautifully produced show that uses reported narratives, personal stories, and community conversations in order to present a complex, empathetic portrait of Asian American life. Since its launch in 2019, "Self Evident" has been unafraid to tackle thorny questions of identity and to carefully unpack the specific challenges faced by AAPI communities.

**[Smithsonian Institute, Asian American Artists and Selected Works](#)** - American artists of Asian heritage bring a combined legacy to their work, and varieties of Asian thought and spiritual practice have had a profound lasting influence on a remarkable number of Western artists. Influence has been a two-way street between contemporary American art practice and Asian cultures, past and present.

**[Coming Out: Living Authentically as LGBTQ Asian and Pacific Islander Americans](#)** by Human Rights Campaign Foundation - LGBTQ+ resource guide helping Asian Americans and Pacific Islanders with the coming out process.

**[#AtlantaSyllabus: An Asian American Studies Perspective on Anti-Asian Violence in 2021](#)** - The #AtlantaSyllabus was created to better understand the 2021 mass shooting of eight people, six of whom were Asian women, in an Atlanta-area spa business. The syllabus represents a starting point for understanding the incident in relation to Asian American history, culture, and political solidarity with Black communities. The #AtlantaSyllabus was created by Dr. Lori Lopez, Dr. Lisa Ho, and Dr. Erica Kanesaka Kalnay from the University of Wisconsin-Madison's Asian American Studies Program.

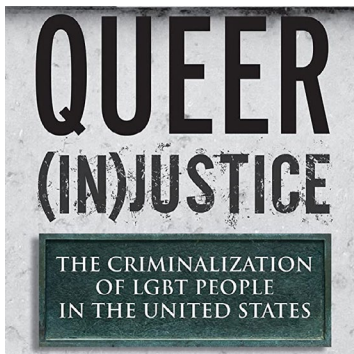


# PRIDE

While today's Pride is celebrated with parades, concerts, and festivals, it is important to remember the first Pride was a riot against police violence. The Stonewall Uprising, named after the Stonewall Inn in New York City where the rebellion started, was the inevitable backlash against a system that criminalized gay, lesbian, and trans individuals and is considered one of the most important events leading to the LGBTQ liberation movement.

Though the first Gay Pride Liberation March took place in Manhattan in 1970 to commemorate the one-year anniversary of Stonewall, it took 30 years for Pride Month to become official, in a 1999 proclamation from former President Bill Clinton. Since then, two other presidents, Barack Obama and Joe Biden, have issued further declarations.

## PRIDE RESOURCES



### [Queer \(In\) Justice: The Criminalization of LGBT People in the United States](#)

by Joey L. Mogul, Andrea J. Ritchie, and Kay Whitlock. - Drawing on years of research, activism, and legal advocacy, "Queer (In)

Justice" is a searing examination of queer experiences as "suspects," defendants, prisoners, and survivors of crime. The authors unpack queer criminal archetypes—from "gleeful gay killers" and "lethal lesbians" to "disease spreaders" and "deceptive gender benders"—to illustrate the punishment of queer expression, regardless of whether a crime was ever committed. Tracing stories from the streets to the bench to behind prison bars, the authors prove that the policing of sex and gender both bolsters and reinforces racial and gender inequalities.



### [Hoodrat to Headwrap: A Decolonized Podcast](#)

Hoodrat to Headwrap is hosted by Ericka Hart, sexuality educator and Black queer femme activist, and their partner Ebony Donnley, writer, performance

artist and audio engineer. The podcast explores a variety of topics that effect Black queer folx, with specific focus on dismantling white supremacy and oppressive ideology.

[The Last Time I Wore A Dress](#) - by Daphne Scholinski - At 15 years old, Daphne Scholinski was committed to a mental institution and awarded the dubious diagnosis of "Gender Identity Disorder." She spent three years—and over \$1 million of insurance—"treating" the problem...with makeup lessons and instructions in how to walk like a girl. In this memoir, Scholinski tells her story.

[United in Anger: A History of Act-Up](#) - "United in Anger" is a unique feature-length documentary that combines startling archival footage that puts the audience on the ground with the activists and the remarkably insightful interviews from the ACT UP Oral History Project to explore ACT UP (the AIDS Coalition to Unleash Power) from a grassroots perspective – how a small group of men and women of all races and classes, came together to change the world and save each other's lives.

The film takes the viewer through the planning and execution of a half dozen exhilarating major actions including Seize Control of the FDA, Stop the Church, and Day of Desperation, with a timeline of many of the other zaps and actions that forced the U.S. government and mainstream media to deal with the AIDS crisis. "United in Anger" reveals the group's complex culture – meetings, affinity groups, and approaches to civil disobedience mingle with profound grief, sexiness, and the incredible energy of ACT UP.





# upcoming EVENTS

## ASIAN PACIFIC AMERICAN HERITAGE MONTH

### LEX Get HAAPI!

The first month-long celebrations of the AAPI Heritage Month in Lexington, Ky.

#### Luncheon for AAPI faculty, staff and students at UK

**Monday, May 1 | 11 a.m. - 1 p.m. | ES Good Barn**  
RSVP required

#### AAPI Cultural Performances and “Everything, Everywhere All at Once”

**Friday, May 5 | 7 - 10 p.m. | Kentucky Theatre**

#### Rocks and Roots: “All Asian American Musicians”

**Friday, May 12 | 11 a.m. - Noon | 91.3 WUKY**

#### Kentucky Poetry Society Open Mic, featuring Tejaswini Sudhakar

**Tuesday, May 16 | 8 p.m. | Virtual event**

#### Lexington AAPI Art Gallery Opening: Reception and Performances

**Friday, May 19 | 5 - 8 p.m. | LexArts**

### Faculty of Color Network presents: “FCN Connects”

**Wednesday, May 10 | Noon - 1:30 p.m. in HKRB 245**

Please join FCN on Wednesday, May 10, for lunch. FCN Connects is a professional networking social open to faculty, staff, trainees, and students. The event allows us to come together, foster community, and continue to build momentum for FCN and its initiatives. All are welcome, please share the invite with anyone who may be interested!

### WIMS presents: “Research Collaboration Speed Networking Event”

**Thursday, May 18 | 4:30 - 6:30 p.m. in CTW 127 | Register [HERE](#)**

On Thursday, May 18th, 2023, please join the WIMS community and its allies for a speed networking event in CTW 127 from 4:30-6:30pm ET. Refreshments provided.

Every year, our Women in Medicine and Science (WIMS) community is eligible to apply for our WIMS Booster Awards, which sponsor research, education, and clinical projects from faculty, graduate medical trainees, and students within the college. We hope this networking event will enable participants to meet one another as future collaborators, for this and other awards.

### WIMS Day: “Be Unapologetic”

**Thursday, Oct. 12 | Noon - 5:30 p.m.**

Women in Medicine and Science (WIMS) is a vibrant organization led by faculty, trainees, and students across the UK College of Medicine. Its missions are grounded in networking and mentorship and supported by relevant, focused program planning. A primary goal is facilitating opportunities for career advancement. The major event, held annually on the second Thursday in October, features a nationally-renown visiting professor who delivers lectures and hosts workshops throughout the day.



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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.

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