



THE MOSAIC

UPDATES FROM THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



FALL 2021

INTRODUCING

THE MOSAIC NEWSLETTER

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Welcome to The Mosaic!

“Mosaic: a surface decoration made by inlaying small pieces of variously colored material to form pictures and patterns.” -- Merriam-Webster

We are excited to launch the first volume of the newsletter for the Office of Diversity, Equity, and Inclusion (ODEI). For us, The Mosaic represents the varied lived experiences in the College of Medicine, our challenges, our changes, and the patterns we create together. Our vision is to cultivate a learning and working environment that is representative, equitable, and welcoming for faculty, staff, and learners across the College of Medicine and contributes to the growth and development of advocates for change. This quarterly newsletter will highlight accomplishments, share successes, facilitate connections, provide transparency, and describe future opportunities for exploration. More importantly, these newsletters will help you understand how we are working toward a more inclusive climate in the college and in doing so, serve as an invitation for you to join our efforts.

While we look forward to engaging with you, we would be remised to not acknowledge that this year will be yet another that requires flexibility, patience, grace, and humanism as our physical, emotional, and mental strengths are challenged. We know it is hard to find time to do yet one more thing amidst our already full schedules. We hope that some of our events will provide a reprieve to exhale, reflect, and connect with one another.

In this volume, we will highlight the progress we have made and preview events and initiatives to come in the fall. I am excited about the team of dedicated individuals who continue to be present, engage, and drive our momentum forward. As you meet our Diversity and Inclusion Ambassadors, attend our programming, and continue our journey towards inclusive excellence, we hope that you will share and provide feedback.



Enjoy our first volume, and please take care of yourselves and one another.

STEPHANIE WHITE, MD, MS, FAAP

ASSOCIATE DEAN FOR DIVERSITY AND INCLUSION
ASSOCIATE PROFESSOR OF PEDIATRICS

MEET THE ODEI TEAM



BRIAN HAMILTON, MEd

DIRECTOR OF OFFICE OF DIVERSITY, EQUITY, AND INCLUSION



KEVIN PEARSON, PhD

DIRECTOR OF INCLUSIVE RESEARCH INITIATIVES



TAMMY MCGUIRE

ADMINISTRATIVE COORDINATOR FOR DIVERSITY AND INCLUSION

INCLUSIVE EDUCATION CURRICULUM

NEW INITIATIVE EXPLORES DEI ISSUES

Beginning this fall, the Office of Diversity, Equity, and Inclusion will roll out its Inclusive Education Curriculum for faculty, staff, and learners across the college. The Inclusive Education Curriculum is a multi-part framework that explores issues related to diversity, equity, and inclusion by bringing together speakers, media content, and one another for a wide range of engagement opportunities. The Inclusive Education Advisory Council informs the material to ensure that each part builds upon the last and is timely and relevant to the needs of the college.

PART 1 (SEPTEMBER - NOVEMBER)

Shared Language

How do we understand privilege, oppression, and racism? How do those definitions impact the work of building an equitable learning environment? Before we can begin to explore issues related to diversity, equity, and inclusion, we have to come to a common understanding of what these terms and others mean. This foundation will set the stage for future educational opportunities.

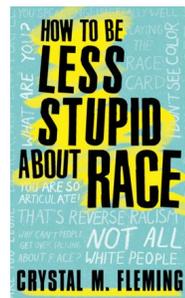
Learning Outcomes

- Define and describe the language of DEI including but not limited to diversity, equity, inclusion, privilege, oppression, and justice
- Recognize how language contributes to culture and marginalization
- Identify how language around cultural traditions can impact patient care, research, instruction, etc.
- Understand the basics of language and communication including inclusive language, coded language, and microaggressions

PART 2 (JANUARY - MARCH/APRIL)

Identity and Race

Identity is defined as “the condition of being the same with something described or asserted.” In relation to issues of inclusion and equity, identity is “one’s sense of self as a member of a social group(s).” Everyone has many identities with race often being the most salient. Race greatly impacts how we walk through the world and the quality of health care we have access to and receive. By beginning to better understand the identities we possess as well as their sometimes contradictory nature, we can understand the impact they have on our lived experiences.



COLLEGE OF MEDICINE BOOK CLUB

OCT. 6, 2021 AND
NOV. 4, 2021
NOON-1 P.M. ET

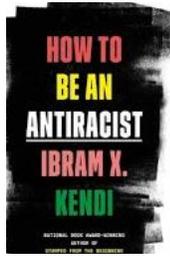
The College of Medicine will discuss “How to be Less Stupid About Race” by Crystal Fleming.

SPECIAL THANKS TO THE MEMBERS OF THE INCLUSIVE EDUCATION ADVISORY COMMITTEE:

Kaylin Batey · Jonathan Davies · Hina Iqbal · Jodi Llanora · Tiara Moore · Hares Patel · Madison Sands · Hussain Siddiqi · Lillian Sims · Helen Garces · Larry Goldstein · Erin Oakley · Terry Keys · Charles Woolum · Daveshia Taylor · Xiaoqin Jennifer Wang · Vinnette Forde · Kara Kennedy · Daniel Moore · Mike Piascik · Pradeep Yarra · Peter Akpunonu

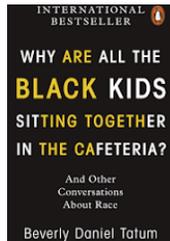
EDUCATIONAL RECOMMENDATIONS

BOOKS



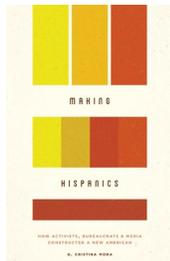
[“How to be an Antiracist”](#)

-- Ibram X. Kendi



[“Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race”](#)

-- Beverly Daniel Tatum, PhD



[“Making Hispanics: How Activists, Bureaucrats, and Media Constructed a New American”](#)

-- G. Cristina Mora

VIDEO/PODCASTS

[“How to Deconstruct Racism One Headline at a Time”](#) -- Baratunde Thurston



[“How Race Was Made”](#) – Scene on Radio -- John Biewen with guest Chenjerai Kumanyika

[“The Kid Mero Talks ‘What It Means to be Latino’”](#) -- Code Switch

ARTICLES

[“Words Matter, And It’s Time to Explore the Meaning of ‘Ableism’”](#) -- Andrew Pulrang

[“Why Sharing Gender Pronouns in the Workplace Matters”](#) -- Lexi Croswell

ALUMNI ENGAGEMENT SERIES

The Alumni Engagement Series will offer a combination of in-person and virtual sessions that provide meaningful opportunities for faculty, staff, and learners to engage and learn from College of Medicine alumni.

Covering a wide variety of topics and experiences, these webinars will leave participants feeling inspired, encouraged, educated, and challenged.

The first alumni speaker will be Eloho Ufomata, MD, (Class of 2012). Dr. Ufomata is an assistant professor of medicine at the University of Pittsburgh School of Medicine.



ALUMNI ENGAGEMENT SERIES WITH ELOHO UFOMATA, MD
NOV. 17, 2021
NOON-1:30 P.M.

ZOOM LINK:
https://uky.zoom.us/webinar/register/WN_l1c1g_nwRo0i-dy8Kq9XfRg



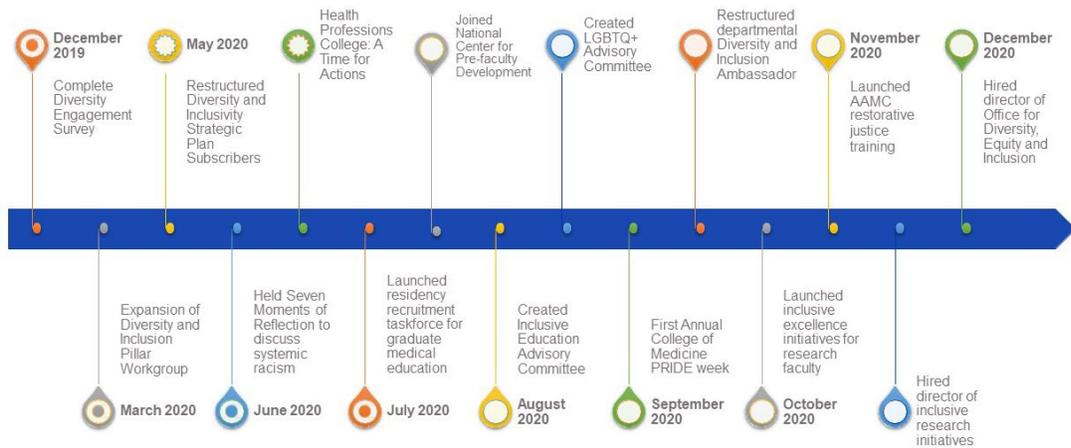
A YEAR IN REVIEW: MOVING TOWARD INCLUSIVE EXCELLENCE

INCLUSIVE EXCELLENCE

a philosophical approach to higher ed. administration and processes that means attending to both the demographic diversity of faculty/students and the need for developing climates and cultures in institutions so that all have a chance to succeed

(National Academies of Sciences, Engineering, and Medicine 2019. The Science of Effective Mentorship in STEM)

HOW IT STARTED



HOW IT'S GOING

College of Medicine
WOMEN'S HISTORY MONTH
VIRTUAL FILM SCREENING & PANEL DISCUSSION

Join the College of Medicine for a virtual screening of "Picture a Scientist" followed by a panel discussion.

VIRTUAL FILM SCREENING: Picture a Scientist is a feature-length documentary film chronicling the groundbreaking work of researchers who are writing a new chapter for women scientists.

Starting March 15

PANEL DISCUSSION: Listen as female scientists from all levels share their experiences and advise the students who are writing a new chapter for women scientists.

March 21, Noon - 1 PM

To register, and for more information: <https://bit.ly/2ZD9WuK>

Hosted by the Office of Diversity, Equity & Inclusion, WPM, and the Office of Biomedical Education.

A MOMENT OF REFLECTION
College of Medicine
Office of Diversity, Equity & Inclusion

Where Are We Now: A Year Into a Global Pandemic

BNGAP Building The Next Generation of Academic Physicians

OUTSIDE THE MARGINS: QUEER & TRANS PEOPLE OF COLOR & THE PANDEMIC

Tuesday, April 20, 2021 | Noon ET

Moderator: Rayne Parker, Assistant Director, UK Office of LGBT+ Resources

Panelists: Shawn Burmpo, Diarun, Kentucky Black Pride; Nikita Gupta, MD, Assistant Professor, College of Medicine; Aaron E. Wroathorn II, Assistant Director, Health Sciences LGBT Center, University of Louisville

Presenting: College of Medicine of Diversity, Equity, and Inclusion; Office of Equity, Inclusion & Social Justice; Center for Graduate and Professional Diversity

NATIONAL DAY OF RACIAL HEALING

Center for Health Equity Transformation **College of Medicine**

JOIN CHET FOR A MINORITY HEALTH MONTH EVENT

NATIONAL MINORITY HEALTH MONTH
#NCHM2021 | April 2021

MEDICAL EDUCATION CONFERENCE

Panel Discussion: Asian Hate and COVID-19: A Year of Two Pandemics

America has a long history of anti-Asian racism, but, as a result of rhetoric around the pandemic, hate crimes against Asian Americans and Pacific Islanders (AAPI) have increased.

Join a panel of faculty, staff, and students as they explore how to support the AAPI community in the midst of this current crisis

BLACK MEN IN WHITE COATS

PROMOTING MATERNAL HEALTH EQUITY: A PANEL DISCUSSION

Moderator: Corinne Williams, ScM, ScD, Associate Professor, Department of Health, Behavior & Society, College of Public Health

Panelists: Amanda Fallon-Bennett, Ph.D., RN, Assistant Professor, College of Nursing; Danielle Stevens Watkins, Ph.D., Assistant Vice President for Research (D&I), Department of Educational, School, and Counseling Psychology, College of Education; Anna Hanson, MD, PhD, Candidate, Department of Sociology, College of Arts and Sciences

Bias Breaks for Admissions and Selection Committees

Sunny Nakae, PhD, MSW

Senior Associate Dean for Equity, Inclusion, Diversity and Partnership
Associate Professor of Medical Education

College of Medicine presents:
"Queer Monologues"

Tuesday, April 6, 2021
5-6 p.m. EST

Register: <https://uky.zoom.us/j/92121442205?pwd=59XSc8E1Uk4kZDZlVjVl>

Moderator: Keiko Tanaka, Director of Undergraduate Studies in Community and Leadership Development

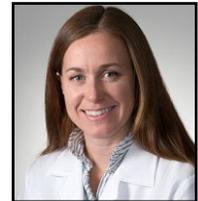
DIVERSITY AND INCLUSION AMBASSADORS

The College of Medicine would like to introduce you to our Diversity and Inclusion Ambassadors who are working across departments and centers to develop a more inclusive and equitable environment for all learners, faculty, and staff.

Be on the lookout for initiatives, programs, and opportunities to engage in your area.



Regina Fragneto, MD
Anesthesiology



Katelyn Yackey, MD
Emergency Medicine



Carol Hustedde, PhD
Family and Community
Medicine



**Matthew Turner, MBA,
MHSA**
Internal Medicine



Lovoria Williams, PhD
Markey Cancer Center



Subbarao Bondada, PhD
Microbiology,
Immunology, and
Molecular Genetics



Trevor Creamer, PhD
Molecular and Cellular
Biochemistry



Kathleen O'Connor, PhD
Molecular and Cellular
Biochemistry



Ima Ebong, MD
Neurology



Guoying Bing, PhD
Neuroscience



Wendy L. Jackson, MD
Obstetrics and
Gynecology



Lucy Franklin, MD
Ophthalmology and
Visual Sciences



Jessica Weinstein, MD
Ophthalmology and
Visual Sciences



Srinath Kamineni, MD
Orthopaedics



Alexandra Kejner, MD
Otolaryngology-Head
and Neck Surgery



William O'Connor, MD
Pathology and
Laboratory Medicine



Sylvia Ofei, MD
Pediatrics



Analia Loria Kinsey, PhD
Pharmacology and
Nutritional Sciences



Francisco Andrade, PhD
Physiology



**Jacqueline
Pope-Tarrence, PhD**
Physiology (Bowling
Green)



Rachele Yadon, MD
Psychiatry



Waleed Mourad, MD
Radiation Medicine



Kwaku Obeng, MD
Radiology



Warren Alilain, PhD
Spinal Cord and Brain
Injury Center



Prakash Pandalai, MD
Surgery



Crystal Totten, MD
Surgery



Christine Brainson, PhD
Toxicology and Cancer
Biology

SPOTLIGHT: UKMED PIPELINE PROGRAM HELPING ATTRACT UNDERREPRESENTED STUDENTS



Now in its 12th year, the University of Kentucky Medical Education Development Program (UKMED) is an annual pipeline program with a goal of attracting individuals who are underrepresented in medicine or rural Appalachian to the College of Medicine. Participants have the unique opportunity to gain a glimpse of life in medical school through interactions with students and faculty. In addition, participants attend workshops focused on interviewing skills, personal statement writing, and discussions on medical conditions relevant to the Commonwealth of Kentucky.



“The program is based on a similar program called FOCUS that I experienced as an undergraduate student at Georgia Institute of Technology,” said UKMED founder and 2013 alumna Ima Ebong, MD, MS. “The idea arose out of my desire to do something positive and make a difference.

Partnering with students on programs such as this is so inspirational for me.”

UKMED HOSTS DR. ORBE-AUSTIN

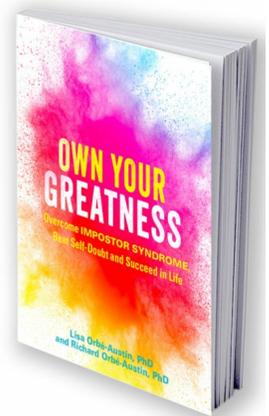
In June, UKMED hosted Lisa Orbe-Austin, PhD, for a keynote address. Dr. Orbe-Austin is a licensed psychologist and executive coach with a focus on career advancement, leadership development, and job transitions. She is a co-founder and partner of Dynamic Transitions Psychological Consulting, a career and executive coaching consultancy, where she works mostly with high potential managers and executives.

Dr. Orbe-Austin regularly consults with organizations in the private sector, non-profits, and educational institutions in supporting their employees

and senior leadership teams to address gender bias, diversity, equity, and inclusion concerns, leadership development, effective communication, team cohesion, and conflict management.



Her book, “Own Your Greatness: Overcome Impostor Syndrome, Beat Self-Doubt, and Succeed in Life,” co-authored with her partner, Richard Orbe-Austin, PhD, was released in April 2020 and is a finalist for the 2020 Foreword INDIES Book Award. The Office of Diversity, Equity, and Inclusion gave away over 40 free copies of her book to College of Medicine faculty, staff, learners, and UKMED participants.



Questions, comments, or possible content for future volumes of the Mosaic can be sent to comdei@uky.edu.

ODEI HONORS JUNETEENTH

A MESSAGE FROM DR. WHITE TO THE COLLEGE OF MEDICINE (ADAPTED FROM JUNE 17, 2021)

Our diversity conversations often oscillate between centering differences, elevating communities, and advocating for the disadvantaged. The celebration of Juneteenth highlights the varied lived experiences within the Black community and the numerous dates of emancipation that may be acknowledged across the country.

Despite President Abraham Lincoln issuing the Emancipation Proclamation on January 1, 1863 and the Civil War ending on April 9, 1865, the news of freedom and the end of slavery did not reach Texas until June 19, 1865. As a young teenager in California, I recall learning about the two-and-a-half-year gap in communication and struggling to understand why it took so long. Part of my struggle stemmed from having heard about the history of slavery in my own family at numerous occasions growing up. However, as my family was from South Carolina, our narrative was very different. As I think about the additional years of oppression faced by the family members of people I now call friends, I can't help but reflect upon the magnitude of this holiday and the worthiness of its celebration. This being said, for various parts of Kentucky, Aug. 8, 1863, marks the day that freedom is celebrated within the Black community.

To demonstrate our values of diversity, equity, and inclusion in the College of Medicine, we are called to appreciate, celebrate, support, and uplift one another. Juneteenth is an opportunity to do just that. It is an opportunity to celebrate Black culture and Black history. It also is an opportunity to reflect upon our "freedoms" and question if we have truly actualized this for all members within our community. It is a reminder to interrogate our systems to ensure that gaps in communication or lack of intentionality and advocacy do not jeopardize how everyone is able to experience freedom. There continues to be much work to do, and while we do so, we must pause to acknowledge and celebrate when we have the chance.

VIDEOS: COLLEGE COMMUNITY SHARES WHY JUNETEENTH IS IMPORTANT



KAYLIN BATEY
MEDICAL STUDENT, CLASS OF 2023



BRIAN HAMILTON, MD
DIRECTOR OF OFFICE OF
DIVERSITY, EQUITY, AND INCLUSION



SHAVONNA ROSS, MA
ASSISTANT EXECUTIVE DIRECTOR OF
COLLEGE OF MEDICINE

JUNETEENTH Q&A WITH MEDICAL STUDENT EMMANUEL DIKE-UDENSI



Q: What does Juneteenth mean to you? How do you celebrate?

A: For me, Juneteenth represents an opportunity to commemorate, face, and learn more about the racial history of America. In learning, I can reflect on how much that has been achieved through courage and suffering, and how much still must be done. I approach the day with humble reflection.

Q: Juneteenth is also known as Freedom Day. What does freedom look like to you?

A: I believe the core of freedom is love. Love through patience and tolerance. Love of the diversity of life that contributes to its beautiful whole. Love of one's neighbor as thyself.

Q: What do you hope to come about as a result of Juneteenth becoming more widely celebrated?

A: I hope people take the opportunity to engage the deep racial history of this country, bright and dark. In so doing, we can better avoid repeating the dark aspects, recognize where those elements still persist, and take necessary, deliberate action to root out these weeds.

SUPPORTING A DIVERSE BIOMEDICAL WORKFORCE

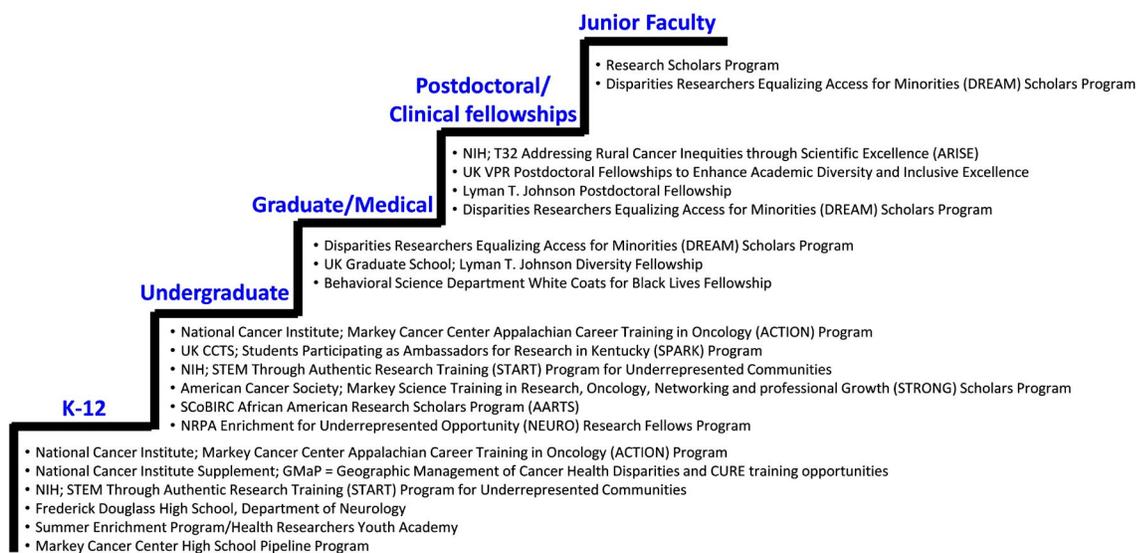
Research continues to show inequities in access to educational and career opportunities that expose diverse students to STEM-related fields, ultimately impacting our workforce and ability to create inclusive learning environments that ignite innovation.

Traditionally we think of pipelines that lead toward a final goal. In the case of academic research, this leads toward an individual becoming a funded faculty member with research independence.

The ODEI realizes that there are various points of divergence on this journey and often many pivotal steps that require support. There are numerous ongoing (often 'grass-roots') initiatives in the college that support a spectrum of research opportunities starting as early as elementary school. In his role as director of inclusive research initiatives, Kevin Pearson, PhD, conducted a landscape analysis of our current efforts. As such, we have created the 'Stairway to Diversity in the Research Workforce' that includes ongoing initiatives that our office is aware of at this point.

Our faculty and staff are doing many exciting things—THANK YOU! As we continue to grow our support structures, let us know about your new efforts and programs.

STAIRWAY TO DIVERSITY IN THE RESEARCH WORKFORCE



RESEARCH STAIRWAY ENHANCEMENT FUNDS

ODEI is accepting requests for funding that will aid ongoing research initiatives that support a diverse biomedical workforce.

Funds can be requested for up to \$5,000 and must be spent by the end of the fiscal year (June 30, 2022). The ODEI will consider multi-year commitments that support externally funded projects. Below is a link to a list of examples of allowable costs, but it is not meant to encompass all possible situations. Please contact Dr. Pearson (kevin.pearson@uky.edu) for questions about other acceptable expense requests. All applications will be reviewed by a committee on a rolling basis until funds are depleted.

https://uky.azl.qualtrics.com/jfe/form/SV_726inLvReViO2vc

MARKEY STRONG SCHOLARS PROGRAM

Diversity in science is a key to innovation and discovery. Markey Cancer Center is dedicated to creating an equitable and inclusive research environment and to developing pipelines for individuals from groups that are underrepresented in science to find their voices and use their talents toward the common goal of eliminating cancer health disparities, eradicating mortality from cancer, and improving the lives of cancer survivors.

The Markey Science Training in Research, Oncology, Networking, and professional Growth (STRONG) Scholars program seeks to introduce underrepresented undergraduate students to cancer research; foster resilience needed for the rigors of a career in science; increase knowledge of cancer through a proactive mentored research experience, didactic and interactive lectures, and clinical shadowing; and provide networking and career development opportunities.

In its inaugural year, eight outstanding and dedicated scholars from undergraduate institutions all over the Commonwealth participated in the 10-week summer program. Through the program, scholars increased their understanding of cancer biology and cancer health disparities, were introduced to a career in cancer research, and were able to foster positive science identities bolstered by a sense of

academic belonging. The Markey STRONG Scholars Program was made possible through funding from the American Cancer Society Diversity in Cancer Research (DICR) Program; expanded through support from the University of Kentucky's United In True racial Equity (UNITE) Research Priority Area and UK College of Medicine's Office of Diversity, Equity, and Inclusion; and administratively supported through the Markey Cancer Center.

Video recap: <https://vimeo.com/591565546>



UK SELECTS INAUGURAL AARTS SCHOLARS

The Spinal Cord and Brain Injury Research Center (SCoBIRC), in collaboration with the University of Kentucky College of Arts and Sciences, selected five undergraduate students for the inaugural African American Research Training Scholars (AARTS) program.

- **Nolan Abdelsayed**, “Neuroinflammation as a Contributor to Secondary Brain Injury Following a Mild Closed Head Injury”
- **Jordon Burdette**, “Cellular Regeneration in the Injured Spinal Cord”
- **Urim Geleta**, “MicroRNA Regulation of Neuroinflammation Following TBI”
- **Alexa Halliburton**, “Age and Social Enrichment as Determining Factors in SCI Recovery”
- **Bisimwa (Jack) Nzerhumana**, “Mitochondrial Uncoupling Promotes Energy Metabolism Following TBI”

This scholarship program was recently established to provide vital research opportunities for Black undergraduate students at the University of Ken-

tucky as part of the SCoBIRC's continued efforts to increase representation in neuroscience, a field in which Black and African American students and faculty are underrepresented nationwide.

The five students selected for the AARTS program possess an impressive average GPA over 3.5. They also have declared a major in a science, technology, engineering, or mathematics (STEM) field and have completed at least one semester of independent research in neuroscience.

ODEI looks forward to supporting the future success of these scholars and welcoming the next group of scholars.



SUPPORTING A DIVERSE ACADEMIC MEDICINE COMMUNITY

Pre-Faculty Development is defined as “providing trainees with foundational self-efficacy, knowledge, skills, and experiences to be successfully appointed, and eventually promoted and tenured within an academic institution (Sánchez JP and Williams V, 2019)”.

The ODEI is committed to supporting the professional development of diverse pre-faculty members as a means of addressing inequities and disparities in the academic medicine pipeline. As such, we are excited to continue our partnership in the National Center for Pre-Faculty Development to engage in educational conferences and journal clubs. We also look forward to sponsoring efforts that showcase our growing research community.

Find out more about Building the Next Generation of Academic Physicians by exploring www.bngap.org.



PREFAC
Empowering Future Academic Careers

PREFAC WEBINAR

**THIRD THURSDAY OF EVERY MONTH
6-7 P.M. ET**

JOIN ZOOM MEETING:
<https://us02web.zoom.us/j/81972976334>

TOPIC: PREFAC JOURNAL ARTICLE REVIEW AND DISCUSSION

AUDIENCE: ALL INTERESTED STUDENTS, TRAINEES, FACULTY, AND STAFF

DESCRIPTION: WEBINARS ARE AN OPPORTUNITY TO REVIEW LITERATURE THAT SUPPORTS THE INTEGRATION OF PRE-FACULTY DEVELOPMENT INTO THE ADVISING OF OUR DIVERSE STUDENTS AND TRAINEES

Sept. 16, 2021

Boatright D, Ross D, O'Connor P, Moore E, Nunez-Smith M. “Racial disparities in medical student membership in the Alpha Omega Alpha Honor Society.” *JAMA Intern Med.* 2017; 177:659–665

Wijesekera TP, Kim M, Moore EZ, Sorenson O, Ross DA. “All Other Things Being Equal: Exploring Racial and Gender Disparities in Medical School Honor Society Induction.” *Acad Med.* 2019 Apr;94(4):562-569. doi: 10.1097/ACM.0000000000002463.

Oct. 21, 2021

Hojat M, DeSantis J, Shannon SC, Speicher MR, Bragan L, Calabrese LH. “Empathy as related to gender, age, race and ethnicity, academic background and career interest: A nationwide study of osteopathic medical students in the United States.” *Med Educ.* 2020 Jun;54(6):571-581. doi: 10.1111/medu.14138. Epub 2020 Apr 2.

Nov. 18, 2021

Murry AT, Barnabe C, Foster S, Taylor AS, Atay EJ, Henderson R, Crowshoe LL. “Indigenous Mentorship in the Health Sciences: Actions and Approaches of Mentors.” *Teach Learn Med.* 2021 May 17:1-11. doi: 10.1080/10401334.2021.1912610. Online ahead of print.

Dec. 16, 2021

Nakae S, Kothari P, Johnson K, Figueroa E, Sánchez JP. “Office of Admissions: Engagement and Leadership Opportunities for Trainees.” *MedEdPORTAL.* 2020 Nov 24;16:11018. doi: 10.15766/mep_2374-8265.11018.

PRE-FACULTY DEVELOPMENT AND NETWORKING FUNDS

College of Medicine departments and centers may request funds to support on-campus presentations for promising diverse basic science and clinical trainees to enhance their career development and allow them to experience our supportive academic community. The background and expertise of all trainees supported by this funding mechanism shall align with a potential future faculty position in the College of Medicine. For more information, contact us at comdei@uky.edu.

UPCOMING EVENTS

SOUTHERN LGBTQ HEALTH SYMPOSIUM

THURSDAYS AT 1 P.M. THROUGH SEPT. 16, 2021

This event is free to the community and a \$75 fee for CME/CE credit.

Click [here](#) for more information.

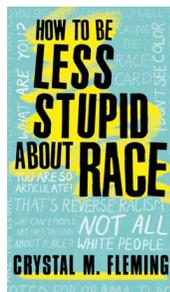
COLLEGE OF MEDICINE PRIDE WEEK

BEGINNING SEPT. 20, 2021



UK medPRIDE and the LGBTQ Advisory Committee will be hosting the second annual College of Medicine Pride Week this September. Join us for a week of community, fellowship, and educational programming including guided meditation, group brunch, and a transgender health care panel. Then join us at the Lexington Pride Festival.

The Lexington Pride Festival is Central Kentucky's premiere festival for the LGBT+ community. This family-friendly event is scheduled for **Sept. 25, 2021**. The Festival consists of live entertainment, a diverse array of vendors, food trucks, informational booths, and activities. (<https://www.lexpridefest.org/>)



COLLEGE OF MEDICINE BOOK CLUB

OCT. 6, 2021 AND
NOV. 4, 2021
NOON-1 P.M. ET

The College of Medicine will discuss "How to be Less Stupid About Race" by Crystal Fleming.

WIMS DAY 2021

OCT. 14, 2021

ALL-DAY EVENT (KEYNOTE AT NOON)

ZOOM



Save the date for Women in Medicine and Science's annual visiting professor program offering networking opportunities, workshops, and more.

SUPRA LECTURE SERIES

NOV. 5, 2021

1 p.m. ET

Zoom: <https://uky.zoom.us/j/81471045389>



The Substance Use Disorder Research Priority Area is honored to host Ayana Jordan, MD, PhD, from the Yale School of Medicine. Dr. Jordan focuses on bettering communities for people of color, namely Black people with drug and alcohol problems, both locally and abroad. She will be giving a fascinating lecture titled, "Culturally-Informed Approaches to Taking Care of Racial and Ethnic Minoritized People with Substance Use Disorders."

NEUROLOGY BOOK CLUB

THROUGH MAY 2022

Hosted by the Department of Neurology Diversity and Inclusion Committee

Part 1: Chapters 1-3

Completed: Aug. 19, 2021

Part 2: Chapters 4-7

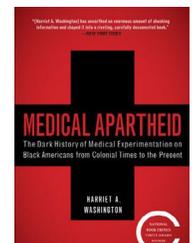
November 2021

Part 3: Chapters 8-11

February 2022

Part 4: Chapters 12-15

May 2022



For more information, contact Dr. Ebong (Ima.Ebong@uky.edu).

OUR YEAR AT A GLANCE

Take a look at our plans for the year. Our communications and programming on these topics will allow us to recognize and honor the challenges, opportunities, and successes experienced by historically marginalized and underrepresented identities within our communities.

EVENT AND PROGRAM CALENDAR

January

National Day of Racial Healing

February

Black History Month

March

Women's History Month

May

Asian-American and Pacific Islander Heritage Month

June

PRIDE

Juneteenth (June 19)

July

BIPOC Mental Health Month

October

Latinx History Month

Disability Awareness Month

November

Indigenous People's Month

ANNOUNCEMENTS

TAKING THE SAFE PLEDGE

Demonstrate your commitment to sharing a safe space with your colleagues. Take the SAFE Pledge by visiting: med.uky.edu/safe-pledge.



TRAININGS

[Human Rights Campaign Foundation Training](#)

This web-based training is an excellent resource for promoting LGBTQ patient-centered care.

Click [here](#) for instructions to access the training.

[UK Unconscious Bias Initiative](#)

The Office of Inclusive Excellence and Diversity Education has revised and expanded their Unconscious Bias trainings. Explore the three-part series.

[UK Diversity Resources](#)

University and community resources for diverse communities.

[ODEI Director's DEI Resources](#)

View a compilation of resources that have been curated and used in the ODEI Director's Corner.

[National Center for Faculty Development and Diversity \(NCFDD\)](#)

UK has partnered with NCFDD to provide a host of resources for faculty, postdoctoral scholars, and graduate students. Explore tools and programming to increase research and writing productivity and improve work-life balance.

[Anti-Racism Resources for the Biomedical Research Training Community](#)

View a compilation of resources that inform, engage, and support the research educational environment.

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” 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.**

