IMPACT REPORT

OFFICE FOR DIVERSITY, EQUITY AND INCLUSION

KU MEDICAL CENTER

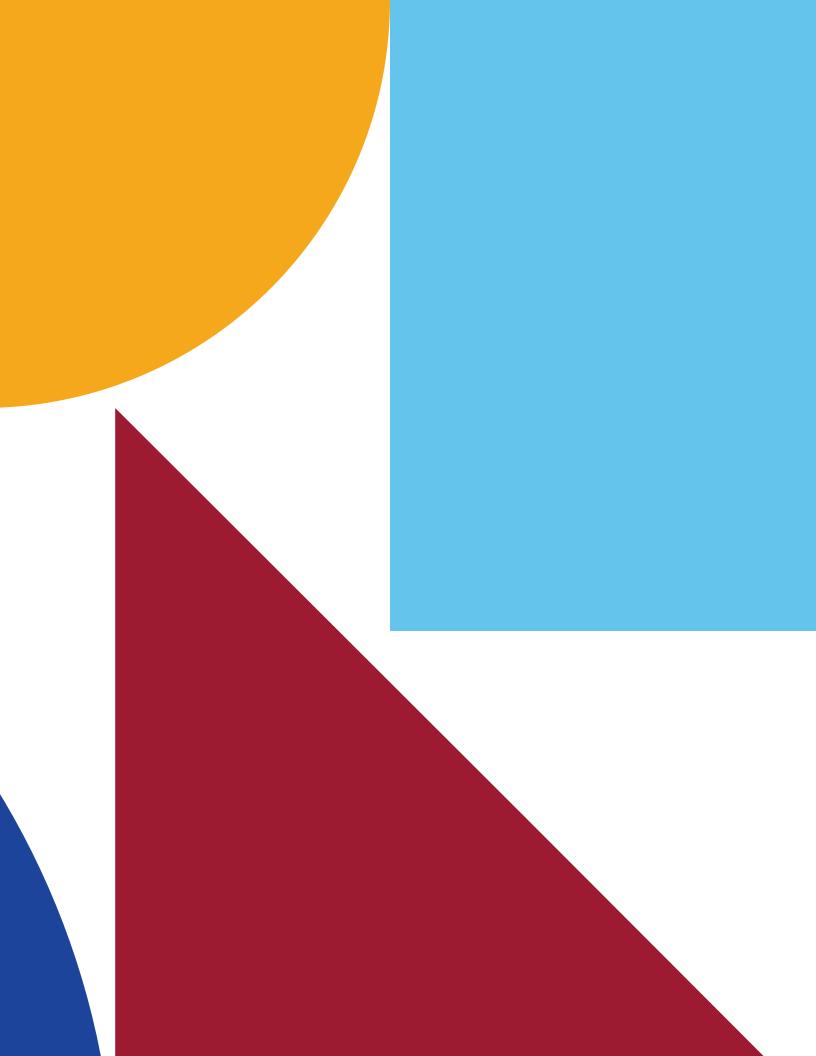


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In 2015, the University of Kansas Medical Center established the Diversity and Inclusion Cabinet. Through the vision of then Executive Vice Chancellor Doug Girod and a team of thought leaders, the Cabinet adopted four campuswide initiatives to create a more diverse and inclusive learning and working environment. These campus- wide initiatives focused on core values, programming, metrics and best practices and unconscious bias catapulted our campuses to strive for inclusive excellence.

In 2018, through the vision of Executive Vice Chancellor Robert Simari, the position of Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer was sought after to serve as the focal point for all diversity-related initiatives for Kansas City, Salina and Wichita campuses. In September of 2019, Dr. Jerrihlyn L. McGee was named Vice Chancellor through a competitive search process. The KU Medical Center Office for Diversity, Equity and Inclusion was established thereunder. The Diversity and Inclusion Cabinet's name was updated to reflect this change and is now the Diversity, Equity and Inclusion (DEI) Cabinet.

In 2020, the Cabinet created and implemented a new DEI framework to conceptualize and operationalize DEI for KU Medical Center. This framework was also used to map the University's new DEI strategic initiatives to address the needs of the KU Medical Center campuses and

surrounding communities. The Cabinet's subcommittees were reorganized and refocused into new committees to appropriately carry out the Cabinet's new initiatives and allow for Cabinet members and campus DEI champions to contribute where they have passion and skillsets. Additionally, in 2020 and 2021, a Program Manager (Antoinette Redmond) and Director (Danielle Binion) were recruited to the Office for DEI to build infrastructure and align, modify and execute the initiatives set forth by the DEI Cabinet and Vice Chancellor.



Jerrihlyn L. McGee, DNP, RN, CNE



Danielle Binion

MESSAGE FROM THE VICE **CHANCELLOR**

I am proud to present to you the DEI Impact Report which reflects the good work accomplished by the members and affiliates of the KUMC Office for Diversity, Equity and Inclusion (DEI) and the DEI Cabinet. Our goal is to share with you the achievements made since the office's inception in 2019 and identify opportunities for improvement through narrative and survey data.

First, we will highlight a historical reflection of our DEI beginnings, our annual and newly minted Heritage Months and our educational, training and awareness raising programs. Next, we will discuss our collaborative partnerships within our KU Medical Center community and those with our larger, local community and describe our expanded DEI initiatives. Finally, we will share the goals and progress of our aspirational Centers currently in development.

While writing this report, we acknowledged that the past two years have brought challenges for our campuses, surrounding communities, the bi-state region and the nation. We have had to consider how to live with the omnipresent COVID-19 and simultaneously seek strategies to address and eradicate the nation's racial and health inequities. One way in which the Office for Diversity, Equity and Inclusion responded to such challenges was to partner with others and respond to the needs of KU Medical Center employees, learners and surrounding communities through programming which strived to raise the collective consciousness of our campuses. We are eager to share these initiatives and others in this Impact Report.

We remain committed to creating deeper connections and forming a sense of belonging across our institution so that it becomes a place where everyone sees themselves as contributors to diversity, equity and inclusion initiatives. We are excited to reflect on our early beginnings and the current activities and outcomes of the Office for Diversity, Equity and Inclusion and our DEI Cabinet.

JERRIHLYN L. MCGEE, DNP, RN, CNE

Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer Clinical Associate Professor, KU School of Nursing

CREATING BELONGING AT KU MEDICAL CENTER

This Diversity, Equity and Inclusion impact report highlights initiatives taking place throughout our three campuses and acknowledges this as a time of unprecedented disruption brought on by the COVID-19 pandemic and increasing tensions around social injustices.

The University of Kansas Medical Center is committed to creating and maintaining a diverse and inclusive learning and working environment that nurtures growth and development for all.

KU Medical Center's Office for Diversity, Equity and Inclusion (DEI) promotes accountability, intersectionality and the celebration of differences within our teaching, learning, working and volunteering environments. A strong commitment to DEI's efforts may help attract and retain skilled and talented employees and students dedicated to excellence in education, research, patient care and community and global initiatives.

DEFINING OUR WORK

Diversity: The state of being in which all human differences are valued and incorporated into the fabric of our community.

Equity: The fair treatment for all people according to their circumstances, providing access, tools and opportunities allowing individuals the ability to succeed and advance in their endeavors.

Inclusion: The act of creating environments in which any individual or group is welcomed, respected, supported and valued.

OUR PRINCIPLES

- Create an equitable culture that respects the diversity of our people
- Foster and recognize the value of inclusive environments and teams at all levels
- Identify and support diversity, inclusion and health equity efforts throughout our surrounding communities



During the year, DEI holds several events and initiatives designed to bring our campus together to celebrate our diversity, including:

FUTURE NOW

Our work in 2022 is strategically focused on expanding diversity of thought, increasing recruitment and retention efforts within committees and across campuses and standing up our two new centers, Center for African American Health and the Reflection Spiritual Center. We invite you to join us as a thought partner to grow our community conversations topic areas and develop innovative ways to strengthen the recruitment and retention of diverse employees and learners.

UNCONSCIOUS BIAS TRAINING

KU Medical Center offers Unconscious Bias training as a strategy to advance our University's goal of building a diverse and inclusive institution. Unconscious biases are social stereotypes about groups of people that individuals form outside their conscious awareness. Everyone holds unconscious beliefs about social and identity groups, and these biases stem from one's tendency to organize social worlds into categories. It can impact the workplace, educational institutions and healthcare settings through organizational culture, individual decision-making, admissions decisions, performance management and quality care.

In 2021, DEI conducted Unconscious Bias training for over 400 employees at KU Medical Center.

With the existing training, we were able to train many in the campus community and focus on bias in health care at an institutional level. Our Future Now goals include a 2.0 Unconscious Bias launch, and in this next iteration the training will be grounded in a theoretical framework. We will use a multi-modal education strategy with scaffolded education opportunities and a revised comprehensive evaluation plan to assess changes in attitudes, perceptions, beliefs and behaviors. Our overall goals are to equip and empower participants to become interpersonal and structural change agents. Leading the content redevelopment for the 2.0 Unconscious Bias launch are Maria Alonso Luaces, Ph.D., and Natabhona Mabachi, Ph.D., MPH. Dr. Alonso Luaces is an Assistant Professor in the Department of Family Medicine at the University of Kansas Medical Center and the Director of the Office for Diversity and Inclusion at the School of Medicine. Her work primarily focuses on the intersection of education and health. Dr. Mabachi is the Director of Evaluation and Research Investigator at the American Academy of Family Physicians. Her work has focused on the intersections of communication, culture and organizational structure.



AFFINITY GROUPS

Affinity groups are formed based on the collective interests of campus community members. They are a designated brave space where everyone in that group shares intersectionality and experiences. Affinity groups can be a place for individuals in a community who have been historically excluded from feeling less isolated and becoming more connected. The goals of the affinity groups are to cultivate diverse, equitable and inclusive environments in which to learn, work and serve; attract, recruit and retain diverse faculty, staff and learners who experience a sense of belonging and empowerment to grow while a member of the KU Medical Center community; and serve as a resource network and create opportunities for professional development for KU Medical Center's community members.

If you are interested in joining any Affinity Groups, would like more information or to share your ideas on growth areas please contact us at kumcdei@kumc.edu

CURRENT AFFINITY GROUPS

FOCUS (Faculty of Color United in Support) is looking for KU Medical Center Faculty members of color who are interested in joining a safe space to engage in meaningful dialogue and advance the understanding of opportunities and challenges within our academic institution.

Facilitator: Frances Yang, Ph.D.

INSPIRE (International Students and Professionals Interconnected in Research and Education) is looking for KU Medical Center members who are visiting or have immigrated to the United States to share their academic and life experiences as members of the KU Medical Center community and to create a space of mutual support for international faculty, staff and students.

Co-facilitators: Juliana Camargo, Ph.D., Letycia Nuñez-Argote, Ph.D.

ALLYSHIP includes caucus groups of faculty, staff and students to provide mentorship and continued growth for allies at KU Medical Center to develop their knowledge and action against discrimination and inequity.

Co-facilitators: Kristina Bridges, Ph.D., Natalie Holick, JD

PRISM is looking for KU Medical Center faculty, staff and students who are interested in advocating for LGBTQIA+ individuals through the support of campus-wide activities and goals that enhance visibility, foster allyship and empower conversations that inspire systemic change and challenge discrimination within the KU Medical Center community.

Facilitator: Ryan Gove

WITI (Women in Technology International) focuses on the engagement and support of women in the health care information technology services and other women currently intechnical areas or interested in technical fields. WITI is an open forum for women and people who support technical services to collaborate and grow.

Leadership team: Michelle Clark, Heather Leckey, Ria Moss

WOCG (Women of Color Group) this confidential group provides students who identify as women of color the opportunity to connect with and empower one another in exploring various life concerns and impactful themes, including identity, family, interpersonal relationships, race-related stress and trauma, academic distress and more. This is not an open group and is only for students. Leadership team: Lynette Sparkman-Barnes, PsyD, Counseling and Educational Support Services

SAFE ZONE TRAINING

The Safe Zone program or training focused on the LGBTQIA+ community are opportunities for individuals at all levels of our organization to learn about sexuality, gender and the various identities of gender and sexual minorities. In addition, further training allows for participants to examine assumptions, privilege and prejudice. Engaging in these conversations creates a safer and more welcoming community for our learners, patients, faculty and staff.

Safe Zone has two outcomes: the first is to create a visible network of support for LGBTQIA+ individuals on our campus. The second is to create spaces where learning about gender and sexual minorities can happen and information can be shared without judgment. The LGBTQIA+ population is vulnerable to poor health and social outcomes because of marginalization, stigma and normative pressure against sexual and gender minorities. Since 2018 The University of Kansas Health System has achieved Leader Status with the Human Rights Campaign's Healthcare Equality Index. This national benchmarking tool evaluates healthcare facilities' policies and practices related to the equity and inclusion of their LGBTQIA+ patients, visitors and employees. As a leader in health care education. KU Medical Center must prepare its learners to understand and meet the needs of this community as well.

Leading Safe Zone training is Ryan Gove, Director of Student Life at KU Medical Center. Ryan is active in the community within KU Medical Center, conducting unconscious bias and safe zone training; he also serves as the President of the AIDS Service Foundation of Greater Kansas City.



SAFE ZONE FEEDBACK

"The conversations I have been able to have with folks attending these trainings are some of the greatest in my time here because I know I am making a difference by supporting LGBTQIA+ folx AND our allies as well as helping to educate others in a way that helps bring people together through common understanding."

"The purpose of this event was to raise awareness for the health disparities that the LGBTQIA+ community face, especially in rural America. This event was a teaching experience where we invited learners, physicians and educators to participate in a sessions that helped to educate individuals on all things LGBTQIA+. This was important because I have seen the discrimination and disparities that individuals face, having gone to a rural medical school, and I think the more awareness we can bring, the better it is for everyone involved. I hope that this training can continue every year with the new class of M1s because I believe it is valuable to have in your toolbox in the clinic setting."

'My many years of experience in education have left a lasting impression on me. We are here to help all individuals expand their learning and teach others. Education is not only for our students enrolled in a specific curriculum — but those we interact with around us daily — in our work, social and personal life.

The stakeholder group for Salina encompasses many individuals - students, Standardized Patients, Residents, other health care providers and most importantly — patients... our clientele of health care. I sometimes think of the Salina campus stakeholder group as a village. Safe Zone training creates and establishes safe places for all individuals to learn more about one's own gender sexuality, deepen their understanding of LGBTQIA+ identity and issues and become/ be better allies. It is essential to ensure that all individuals in our village (including those that interact with our village) feel safe and have a sense of belonging. It's so important for everyone in the village (or those who interact) to recognize/support that all ideas, thoughts and feelings matter and can make a difference!

A final departing thought. It is important to remember that we, as a piece of a larger representation, can initiate change and grow if we understand, communicate and support one another."

INCLUSIVE COMMUNITY ENGAGEMENT AND COLLABORATION

Inclusive community engagement recognizes that everyone has a role in public engagement. It provides individuals with opportunities to participate in the community by reducing barriers, creating connections and engaging in meaningful ways to support as many people as possible.

Encouraging collaboration between KU Medical Center and the communities around all three of our campuses — Kansas City, Salina and Wichita are designed to lead to the mutually beneficial exchange of knowledge and resources and the forging of valuable and productive partnerships.

SIX-PART EDUCATIONAL SERIES

Envisioned by Vice Chancellor for Diversity, Equity and Inclusion, Jerrihlyn L. McGee, DNP, RN, CNE, in 2021, DEI launched the Six-Part Educational Series, which included partnerships with the International and Interdisciplinary Studies, African and African American Studies at KU-Lawrence with Shawn Leigh Alexander, Ph.D., and David R. Roediger, Ph.D. KU Medical Center lecturers included: Kakra Boye-Doe, M.D. Candidate, Kristina Bridges, Ph.D., Jason Glenn, Ph.D. and Jill Peltzer, Ph.D. Debrief conversations for each leture in the series were led by Carrie Francis, M.D. We engaged over 600 participants from KU and our surrounding communities throughout the series.

This series contextualized the historical and systemic nature of racism in America and how systemic racism impacts our health. As a concept that first emerged with European colonial expansion in the 16th century, race is woven into the very fabric of American consciousness. It is insufficient and harmful to view racism as an isolated event; doing so invalidates the experiences of those af-

flicted by racism while perpetuating the structures and systems that uphold racism.

For this reason, we reimagined our conversations on racism and embarked on a journey highlighting the structural forces of racism from our country's inception through transatlantic trade and slavery, and including the intersection among various demarginalized groups. We addressed the genocide of Native Americans, events leading up to the Civil War and reconstruction, the grotesque period of Jim Crow, civil rights and Black resilience, events of medical mistreatment, the War on Drugs and the current state of the country.

Through this six-part educational series, led by students, staff and faculty, we deconstructed and de-naturalized the idea of race for an increased understanding of the systemic nature of racism and how it impacts health and health outcomes.

HEALTH OUTCOMES ASSEMBLY

The Health Outcomes Assembly is a multidisciplinary convening focused on unpacking and mitigating health care disparities affecting marginalized communities. The vision for the assembly is to increase awareness of bias and its impact on patient treatment and health outcomes; promote a multidisciplinary review of disparities in care and establish solutions toward mitigating disparities further exacerbated within our medical community.

THE FIRST ANNUAL HEALTH OUTCOMES ASSEMBLY ENGAGED 237 PARTICIPANTS.

Carol Ulloa, M.D., Director of the Comprehensive Epilepsy Center, led the vision and implementation for this assembly. When asked why this work was necessary, Dr. Ulloa shared, "leading the vision and implementation of the first Health Outcomes Assembly was challenging and exciting! It was a way for me to shed light on the fact that the medical community, despite our noble intentions, provides care that often leads to unequal outcomes depending on the race or ethnicity of the patient. It is a complex issue, and this assembly was a great starting point to highlight the data and identify some of the root causes. This was important because, as a physician, my goal is to give all my patients the best outcomes and the best quality of life. We should all strive for that. As a health system and academic medical center, we want our community to thrive. The vetting process started with buy in from health system and medical center senior leadership (Tammy Peterman, MS, RN, FAAN, NEA-BC. President, Kansas City at The University of Kansas

Health System, Steve Stites, M.D., Vice Chancellor for Clinical Affairs at KU Medical Center and Akinlolu Ojo, M.D., Ph.D., MBA, Executive Dean, KU School of Medicine). I had the amazing support of Dr. Jerrihlyn McGee, Danielle Binion, Sierra Stites and others on the planning committee to nail down the vision and set a path to answer the desired questions. There is so much more to explore in future Health Outcomes Assemblies. I would love to have a follow-up on this year's topic that takes advantage of the momentum we gained. Another very important topic would be outcomes in our rural communities. We know there is much work that needs to be done there. I learned that what creates the best project team is a diversity of talents! I've been at KU for six years now, but it is only in the last year that I've had the opportunity to work with faculty and staff from our other schools. It has opened my eyes to just how much talent, expertise and grit is on our campus."



DIVERSITY, EQUITY AND INCLUSION ANNUAL SYMPOSIUM

The annual DEI Symposium explores the cultural, diversity, equity, inclusion and access issues in health care. A planning committee develops the annual symposium theme. The faculty lead helps guide the direction of the session planning and assists with finding presenters and presents at the symposium. Several themes highlighted in the past include Disabilities a Multidimensional Experience for All; Health Literacy: From Patient to Practitioner; Keeping your Heart in Care: Cultural Experiences in Palliative Care and Beyond; Refugees in the Health System; Transgender Healthcare; and The Healthcare Continuum of Military Personnel and Families.

In 2021, DEI's Annual Symposium centered around transgender health. The symposium included sessions on current legislative and policy priorities at the local, state and federal levels impacting LGBTQIA+ people; the unique health care experiences faced by LGBTQIA+ individuals and the need for health care professionals to provide culturally-responsive and clinically-competent care that meets their needs; and a keynote presentation by Harlan Pruden, Ph.D., an educator with the British Columbia Centre for Disease Control, on Two-Spirit Reconciliation: Honoring the Truth, Reconciling the Future.

DIVERSITY, EQUITY AND INCLUSION AWARD CEREMONY

The annual Diversity, Equity and Inclusion Award recognizes the significant achievements of faculty, staff, departments and organizations in developing and enhancing a more culturally diverse, competent and inclusive university community.

Each spring, an individual and a group are honored with this award during a special ceremony highlighting their work. The ceremony includes a keynote address focusing on a timely topic crucial to advancing diversity and inclusion in our community.

The 2021 Diversity, Equity and Inclusion Award ceremony was held on April 29. The keynote address was given by Bridgette L. Jones, M.D., the medical director for the Office of Equity and Diversity at Children's Mercy Hospital Kansas City. The individuals honored with awards were:

Kristina Bridges, Ph.D.

Senior Research Associate, Department of Family
Medicine and Community Health

Jason Glenn, Ph.D.
Associate Professor, Department of History and Philosophy of Medicine

CLINICAL CULTURE AND DIVERSITY SERIES

In partnership with the Office for Diversity and Inclusion in the School of Medicine, the Office of International Programs and DEI, the Clinical Culture and Diversity series explores issues related to the barriers to intercultural competencies and communication in the clinical setting. Faculty, staff and students can develop cross-cultural competencies that lead to the improvement of patient care, contribute to their professional and educational experiences and assist in creating a more diverse KU Medical Center.



CLINICAL CULTURE AND DIVERSITY SERIES TOPICS AND PARTICIPATION

They Changed my Name

Presenter: José Faus
September 21, 2021 | 40 participants

KU International Plastic Surgery Experience and Improving access to care in underserved areas of Guatemala: Cultivating partnerships in education and clinical services

Presenters: Richard Korentager, M.D., and Suzanne Mitchell, Ph.D. November 16, 2021 | 38 participants

Legacies of the The Venus Hottentot: Black Women's Bodies in Culture and Medicine

Jason Glenn, Ph.D.
February 15, 2021 | 74 participants

Dehumanization and the Symbolic Gaze Production of Biomedical Knowledge

Jason Glenn, Ph.D.
April 19, 2021 | 43 participants

CELEBRATING DIVERSITY THROUGH HERITAGE MONTHS

In the United States, heritage months are periods during the year that are designated to celebrate and acknowledge various ethnic and marginalized groups. These are times not only to celebrate but also to educate others on various groups' histories and contributions to American history.

KU Medical Center Office for Diversity, Equity and Inclusion celebrates achievements through lectures, performances, posters, community conversations and special events during heritage months.

In 2021, DEI coordinated heritage month activities and celebrations for Black History Month, Asian American and Pacific Islander Month, Pride Month, Hispanic and Latinx Heritage Month and Native American Heritage Month. In 2022, Arab American Heritage Month was added.





BLACK HISTORY MONTH

AT KU MEDICAL CENTER

FEBRUARY 2021

Contributors: Margaret Okunoren, MBA, and Babalola Faseru, M.D., MPH

OVERVIEW

In the aftermath of the racial injustice events in 2019 and 2020, the Black History Month (BHM) planning team identified the importance of creating a space for the KU Medical Center community to acknowledge the challenges. pain and trauma of racial inequities. The healing and unity event was created with an intent to address how the Black and African American community can heal from the harm caused by society, harm caused among one another within the Black and African American community and how we can unite as a community to heal. The invitation to this event was extended to the KU Medical Center community to recognize that the issues in our society stem from within and outside the Black and African American communities. Participants had the opportunity to learn about different ways we participate, consciously or unconsciously, in creating these issues while also learning the practices we can use to heal and grow while keeping the communication lines open. The BHM committee provides the KU Medical Center community with educational opportunities to learn about African Americans' history, contributions and impact at KU Medical Center and surrounding areas. In addition, events focus on current issues, ongoing research and opportunities to develop and sustain nurturing relationships within KU Medical Center communities and beyond.

Black and African Americans have been under-represented in academia, health care and the sciences. While the narrative has focused on Black and African Americans as victims of poor health outcomes, little emphasis is paid to Black and African Americans' role as leaders and researchers working to solve their communities' health problems. It is also important to showcase the work researchers are doing on our campus and in the community to foster networking and mentorship. These networks and career development opportunities could be highly impactful both in the short and long terms.

BHM Research Day also provides an annual opportunity for remembering and honoring Dr. Patricia Thomas, who was one of the pillars of diversity, equity and inclusion at KU Medical Center. The yearly program invites many of Thomas' mentees who provide tributes to this great woman. The 2021 Research Day was graced with a keynote from Dr. Consuelo Wilkins — one of the country's leaders in the health equity field.





HIGHLIGHTS

More than 400 people participated in the various Black History Month activities sponsored by DEI in January and February 2021. Among the activities put on by DEI during Black History Month were:

- Clinical Culture and Diversity Series Legacies of The Venus Hottentot: Black Women's Bodies in Culture and Medicine
- Panel Discussion: History of Desegregation at KU Medical Center
- Student National Medical Association Behind
 COVID panel: Medical Distrust in the Black Community
- Research Day
- Special Jayhawk Coffee Break

FEEDBACK

"Because of my work in public health, this presentation was a good reminder of the importance of recognizing and calling out biases that exist."

"The presentation was fantastic and is directly related to how we in medicine have experimented upon, objectified, dismissed black bodies and black lives till today. I loved thinking about this from such an emotional and thought-provoking angle."

"Shaping my ways of mentoring and engagement to help people get what they need, not just what I have to give. So powerful."



MAY 2021

Contributors: Hao Zhu, Ph.D., In-Young Choi, Ph.D.

OVERVIEW

With the continued threat of shootings, deaths and violence against unarmed individuals targeting specific minorities or races, our collaboration is needed to give our campus community and beyond a voice through which they can share their experiences and concerns about ra ism. Through this effort, our campus communities know that we, with the full support of the DEI Cabinet, are here to acknowledge and share the experiences and pain they are suffering and that we support a safe and welcoming environment for all in this current climate. Also, we can use our platform to increase the visibility and awareness of ongoing racial issues on behalf of those who cannot speak for themselves.

While the 2021 Asian and Pacific Islander American (APIA) heritage month is only celebrating its second year, we've already achieved a great deal to bring our communities together in learning and sharing critical issues directly re-

lated to DEI. During several meetings and events during APIA month, we witnessed the lasting impact of racism and macro/microaggressions on our APIA colleagues, their families and friends, which was amplified by the COVID-19 pandemic.

We addressed these concerns during an event entitled "The Community Conversations: Addressing Racism and Macro/Microaggressions on Campus."

A significant accomplishment of this committee has been establishing and demonstrating an essential platform for listening, sharing, healing and strategizing topics and issues addressing racism and macro/microaggressions toward APIA. We are increasing awareness of fostering inclusivity and understanding of Asian and Pacific Islander American community issues to a broader audience, including attendees from the campus leadership to students and employees.





HIGHLIGHTS

In May of 2021, nearly 300 people participated in Asian and Pacific Islander American Heritage Month activities sponsored by DEI. Among the activities were:

- The History of Racist Representations of Asian and Pacific Islanders by Jason Glenn, Ph.D.
- Addressing Racism and Macro/Microaggressions on Campus
- Research Day The Gleam of the Untraveled World: Transforming Education Through Threshold Concepts and Troublesome Knowledge by Venkat Sharma
- Special Jayhawk Coffee Break

FEEDBACK

"I liked learning about the historical contextualization of the Asian American experience in the United States."

"In my everyday life, this presentation will increase open-mindedness and possibilities."

"I was very impressed by the breadth and depth of everyone's research and truly enjoyed hearing the research from different schools, which we may not hear about otherwise."

"It helped me understand the diversity of intergenerational experiences (including adoptees) and reminds me of how aware I need to be as I interact with students and researchers who may not have shared the same experiences as I do."

DICAL

JUNE 2021

Contributor: Bea Reiter

OVERVIEW

It's important to amplify LGBTQIA+ voices in science and health care because when compared to their heterosexual peers, sexual minority students are more likely to have increased risk of negative health and life outcomes according to the CDC*. LGBTQIA+ scientists also face discrimination in the workplace. Giving LGBTQIA+ people a voice and listening carefully to what they (we) are saying is vital to our ability to work, learn, teach and offer quality health care. LGBTQIA+ voices are important on campus and demonstrate KU Medical Center's commitment to welcoming everyone regardless of gender or sexual orientation. This allows employees (like me) and our students to feel safe at work or school. It's about bringing our whole selves to work.

The Queens' English: The LGBTQIA+ Dictionary of Lingo and Colloquial Phrases by Chloe O. Davis shared with our campus community during PRIDE has proven to be an excellent tool for our campus. Many people feel uncomfortable with the sizeable LGBTQIA+ vocabulary and may not know where to turn when looking for answers. Having a book like The Queens' English is another avenue

for people to access that information. Adding The Queens' English to the library collection was essential because I feel like academic library collections are always lacking when it comes to LGBTQIA+ materials. When I learned we already had a text picked for the event, I knew I wanted that to be represented in my workplace. Everyone in the library was excited about adding it and wanted to know about the book and other events! The PRIDE book sticker is probably one of the things I'm most proud of! Dawn McInnis from Clendening library suggested that we show why this book is in the collection and where it came from. It also inspires a series of PRIDE books in the future. Showing anyone who picks up the book that KU Medical Center cares about LGBTQIA+ issues and voices with the sticker in the front is a great way to promote inclusion. The process of creating the sticker was also very important to me. I felt like everyone was listening and taking me seriously despite how new I was to the organization and how young I was. I'm grateful to the other committee members who worked with me and the graphic design team to see this project through.

^{*}cdc.gov/healthyyouth/disparities/health-disparities-among-lgbtq-youth.htm









HIGHLIGHTS

More than 300 people participated in the various Pride Month activities sponsored by DEI in June. Among the activities put on by DEI during Pride Month were:

- KU School of Social Welfare's 9th Annual LGBTQIA+ Research Symposium - Looking Back, Moving Forward: Queerness, Accessibility and Intersectionality
- Community Conversation and Fireside Chat with Chloe Davis, author of The Queen's English: The LGBTQIA+ Dictionary of Lingo and Colloquial Phrases
- FX Pride Documentary Discussion
- Healing Event
- Research Day

FEEDBACK

"This was the best thing I have attended. I have already added my pronouns to my email signature and look forward to showing up."

"I am a queer person myself, so hearing other people's experiences were nice and helped increase my awareness and knowledge about how to be an advocate in everyday life."

"The hosts and attendees were all very encouraging and inclusive of all identities and very supportive of our personal stories."

"As a member of the LGBTQIA+ community, I loved getting together with others in the community and just talking about resources, support."



SEPTEMBER/OCTOBER 2021

Contributors: Letycia Nuñez-Argote, Ph.D., MPH, Tay Formagini, Ph.D., Jaime Perales Puchalt, Ph.D., MPH

OVERVIEW

Hispanic and Latinx researchers, clinicians and scientists are underrepresented across the education and health care sectors. Amplifying their voices can nurture environments by promoting diversity and inclusion and giving them the chance to not only have a seat on the table but belong and have their voices heard. The campus and community can benefit because a variety of ideas and perspectives can support learning and foster a stronger community.

"Moderating a Hispanic and Latinx Heritage Month event such as the Jayhawk Coffee Break was incredibly rewarding and fun. In academia, we tend to be focused on talking about our research projects, sharing the results and discussing the implications of our work, but we often forget to get to know each other. Taking the time to listen to the personal stories of our Hispanic and Latinx colleagues in an informal setting is a perfect opportunity to create bonds, connections and a deeper understanding of each other."

-Tay Formagini , Ph.D.

Diversity has many different meanings. We are diverse not only because we are Hispanics and Latinxs but also because we come from different countries with diverse backgrounds. We have different cultures, values and behaviors, we look different from each other and sometimes we even speak different languages. We have learned so much from each member and have appreciated the community we have formed.

We hope that the committee's work this year showcased the efforts of our researchers and, particularly, our learners. We need more visibility and recognition of Hispanic and Latinx individuals as cutting-edge science and research knowledge generators. By amplifying the voices of KU Hispanic/Latinx individuals working, teaching, learning, discovering and giving back to their communities, we encourage others like us to become involved.

We hope KU will invest more time and resources (including additional funding, compensation and recognition for service work) to encourage more participation of people with diverse backgrounds in heritage month and other DEI efforts.

Allyship between people from different groups is key. In the end, we're all one.



HIGHLIGHTS

More than 170 people participated in the various Hispanic and Latinx Heritage Month activities sponsored by DEI in September and October. Among the activities put on by DEI during Hispanic and Latinx Heritage Month were:

- Clinical Culture and Diversity Series
- Community Conversation with Carrie Gibson, author of El Norte: The Epic and Forgotten Story of Hispanic America
- Research Day
- Special Jayhawk Coffee Break

FEEDBACK

"Any knowledge in this area increases our understanding and embracing of diverse cultures. This is important given the level of interactions that take place in an academic medical center."

> "Hands down one of the best sessions I have ever attended."

"I appreciated all of the presenters and the information they offered and especially enjoyed the presentation from Edgar Palacios and the data he had to offer on the lack of Latinx educators in our Kansas City area schools."

> "Glad we were exposed to such a great and informative presentation."



NOVEMBER 2021

Contributor: Rachel DiTeresi, M.D.

OVERVIEW

As an educational institution, we have an ethical obligation to create truthful and factual representations. We should respect and recognize indigenous peoples and their relationships to the land on which our institution resides. For this effort, KU Medical Center has a formal acknowledgment recognizing Native peoples and their relation to the land on which our institution and three campuses reside.

"As a Native American person, our history and existence are often overlooked and forgotten. A land acknowledgment is an important first step in recognizing that the Native American people and culture are still in existence. I hope this act will lead to support and advocacy for current and future generations of indigenous persons."

-Rachel DiTeresi, M.D.

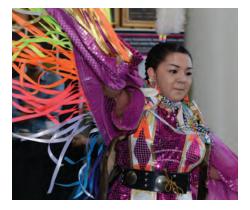
WHAT IS THE PURPOSE OF KU MEDICAL CENTER'S ACKNOWLEDGMENT?

- To acknowledge the displacement of Native peoples and the devastating effects forced relocation has on Native communities.
- To promote tribal learning and tribal sovereignty through an equity and justice lens.
- To reconcile in T.R.U.T.H. (Transcendent, Resilient, Uplifting, Transforming, HistoryMakers) the history and resilience of Native people and communities.
- To honor the sacred history of the land on which our KU Medical Center community works, learns and heals.

The Land Acknowledgment was brought forth through research and collaboration led by Rachel DiTeresi, M.D., Ryan Gove and Danielle Binion. Special thanks to Emily Miller for the website design.

The Land Acknowledgement can be found at kumc.edu/diversity/about/land-acknowledgment









HIGHLIGHTS

About 40 people participated in Native American Heritage Month activities sponsored by DEI in November. Among the activities put on by DEI during Native American Heritage Month was a presentation by Luci Tapahonso, Inaugural Poet Laureate of the Diné Nation.

FEEDBACK

"Learning about another culture through poetry and prose feels very personal and relateable. It helps me better understand how we are both alike and different and appreciate all of this.

"I recognized that the humanities are also important for improving medicine and care."

"I was previously unaware of Luci Tapahonso's work.

Her calm and paced presentation style
in the face of the magnitude of what she speaks on,
exemplifies patience and reverence for others'
expressions of their needs, wants and life.

As a provider and person, these are skills

LEADERSHIP AND GOVERNANCE

DIVERSITY, EQUITY AND INCLUSION CABINET

The purpose of the Vice Chancellor's Diversity, Equity and Inclusion (DEI) Cabinet is to assume responsibility for campus-wide activities and goals related to diversity, equity and inclusion, including efforts that address community engagement, cultural competency, equity, civility and professionalism and to advise the Vice Chancellor on related matters.

The Cabinet consists of appointed members representing campus units and community members. While some areas have standing representation, such as Human Resources and the Equal Opportunity Office, other areas rotate representation to ensure ongoing balanced representation as well as Cabinet efficiency.

Cabinet members are required to be members of at least one committee. There are currently four active committees that help ensure that the University is continuously committed to creating and maintaining a diverse and inclusive learning and working environment. Please review the descriptions and overviews provided by the committee co-chairs.

DEI CABINET COMMITTEES

The Diversity and Inclusion Committee focuses on approaches to improve the feeling of inclusiveness among our employees and learners and increase campus representation of diverse individuals based on the KU Medical Center diversity core value statement. This will include policy development and leading initiatives for campus-wide DEI training. The committee also coordinates the Vice Chancellor's DEI Award Ceremony and updates the KU Medical Center Diversity Core Value statement. The Diversity and Inclusion Committee is proud to share the successful 2021 launch of the DEI Modules during compliance training. The DEI Modules provide campus-wide education toward a better understanding of diversity and appreciation of our inclusive culture. Our culture helps ensure we retain skilled and talented employees and students dedicated to excellence in education, research, patient care, community and global initiatives. It took true teamwork to launch this historic effort; many members across multiple departments with KU Medical Center collaborated and built and implemented the modules over three years. The DEI modules launch is a significant move for our campuses because it shows that DEI has been incorporated across all stakeholder groups - students, staff and faculty on an annual basis. Co-chairs: Neena Sharma, Ph.D., Brenda Linares

The Health Equity and Community Engagement Commit-

tee brings together community members, clinicians, students, faculty and other stakeholders passionate about sustainable solutions that foster health equity and improved health outcomes using community-based, population-level initiatives. We are doing incredible work in our communities! We have opportunities to build synergy within our organization and our communities to avoid duplication of efforts and ensure we are not overburdening community partners. As a component of the REPAIR Project, we're excited to partner with the Black Archives of Mid-America in Kansas City to conduct an oral history study through listening sessions and visual ethnography (Photovoice) to gather salient stories of lived experience, racialized trauma and repair. One of our goals is to create a permanent curated archive at KU Medical Center and the Black Archives. The principal investigator for the RE-PAIR Project is Jason Glenn, Ph.D.; Jill Peltzer, Ph.D. is a co-investigator.

Chair: Jill Peltzer, Ph.D.

The Metrics and Best Practices Committee serves as an infrastructural resource to DEI efforts by helping to determine the most efficient ways to manage data, standardize procedures and inform general best practices for DEI. Members seek to provide user-friendly tools for the DEI cabinet, committees and all KU Medical Center stakeholders to achieve the goals outlined in the KU Medical Center strategic plan, diversity core value statement, DEI framework and DEI strategic initiatives. In 2021, Metrics and Best Practices launched the DEI Toolkit, which provides educational tools and resources for self-discovery and growth. The DEI Toolkit can be utilized to foster or optimize your department's or team's goal of achieving a more diverse, equitable and inclusive culture. The contributions from people with different roles, experiences, backgrounds and other differences were vital in developing a comprehensive and inclusive toolkit. The value of representation from across the campus cannot be overstated. We would not have been successful if our team did not accept the variability in time that comes with volunteering. There were times when team members had less availability than others to work on the toolkit, so others would take on the tasks until everyone was available to return to working on the toolkit. This all-for-one and onefor-all mentality allowed us to progress towards the goal. Co-chairs: Matt Schuette, Ph.D., Nellie Modaress, Julius Leary, Ph.D.

The Programming Committee facilitates, sponsors or co-sponsors, tracks and assesses educational programming, community conversations and unconscious bias training to support KU Medical Center's DEI mission, vision and strategic goals for all KU Medical Center campuses and partners with community members and collaborators near and far. We are incredibly proud of this committee's work and all committees led to connect our communities during COVID-19. The Programming Committee expanded inclusion through remote engagement and modalities, engaged social media to live streaming for enhanced community outreach and implemented accessibility tools like Communication Access Realtime Translation, American Sign Language and recordings to emphasize inclusion and best practices for diversity, equity and inclusion.

Co-chairs: Kimberly Connelly, Jeff Radel, Ph.D. Narrative submitted by Alexa Smith, Heritage and Celebration Month Co-chair

CONNECTING

CONTACT

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CALENDAR

kumc.edu/events-calendar.html

The diversity calendar lists events and programs

WEBSITE

kumc.edu/about/diversity-and-inclusion

The KU Medical Center diversity website provides announcements and other relevant links to the Cabinet, the EVC Diversity and Inclusion Award, the Equal Opportunity Office, Veteran's Affairs and other campus units.

LISTSERV

listserv.kumc.edu/mailman/listinfo/diversity-inclusion

Please subscribe to receive weekly updates on DEI events and initiatives.

