VALUING DIVERSITY, EQUITY AND INCLUSION
LEADING BY EXAMPLE

University of Missouri-Kansas City
School of Medicine
2018-2020 Diversity, Equity and Inclusion Report
Diversity goes beyond what you see. It includes the intersections of a person’s identity. We choose to embrace the whole person and champion identity development from learner to educator to supporter in every way possible.

Rachel McCommon, M.A. Ed.
Coordinator of Diversity, Equity and Inclusion Strategic Initiatives
IN APRIL 2018, the University of Missouri-Kansas City School of Medicine Coordinating Council first approved the school’s Diversity Strategic Plan. It follows the university’s campus-wide Diversity Strategic Plan based on five strategic pillars:

1. PROVIDE ACCESS AND SUCCESS
   to actively recruit and retain a diverse and inclusive student body, faculty, staff and trainees.

2. CREATE AN INSTITUTIONAL CLIMATE AND INTERGROUP RELATIONS
   that celebrate and employ inclusive practices throughout the organization.

3. OFFER EDUCATION AND SCHOLARSHIP
   that engage diverse perspectives including social justice to create culturally competent individuals.

4. COMMIT TO COMMUNITY PARTNERSHIP
   benefiting both the community and our learning environment to improve outcomes and reduce disparities among historically underrepresented and underserved populations.

5. BUILD AN INFRASTRUCTURE
   with funding and resources available to achieve and sustain diversity, equity and inclusive efforts.

For the UMKC School of Medicine to make a greater impact on the state and nation, it’s crucial that we address the need for diversity among our students, faculty, staff and trainees. We must also work to increase the diversity within our campus leadership, faculty rank, student graduates, alumni involvement and community engagement. This only happens when we work together to make diversity, equity and inclusion a priority for everyone, not just those in marginalized groups.

E. Nathan Thomas III
Former Associate Dean for Diversity and Inclusion

COVER PHOTO: School of Medicine Dean Mary Anne Jackson, M.D., works closely with student leaders in diversity, equity and inclusion.

INSIDE COVER: Asma Akhtar, Sabat Ameen and Ayosuashi Akande join the list of more than 3,600 graduates of the UMKC School of Medicine.
BY FOLLOWING THE UMKC diversity goals, the UMKC School of Medicine Office of Diversity, Equity and Inclusion (DEI) has made great progress and achieved success in a number of areas throughout the past school academic year. Some of the highlights include new initiatives and new partnerships.

HEED Award
INSIGHT Into Diversity magazine recognized the UMKC School of Medicine with a 2018 Health Professions Higher Education Excellence in Diversity (HEED) Award. The national honor recognizes an outstanding commitment to diversity and inclusion. The School of Medicine is the only academic unit in Missouri and one of just 10 medical schools in the country to be recognized with the competitive award. The school was featured in the December 2018 issue of INSIGHT Into Diversity.

Students in Medicine, Academia, Research and Training (SMART)
More than 60 individuals were involved in SMART, a retention and graduation mentoring program to increase the success of underrepresented medical students, residents and fellows. It involves a cluster mentoring structure that creates community, promotes faculty collaboration, and supports medical student and trainee success.

School of Medicine Multicultural Affairs (SOMMA)
This new initiative encompasses students, residents and fellows. It is focused and driven by mentoring, leadership and diversity development and engaging medical professionals of all levels. Support for pipeline programs for prospective students and multicultural medical student organizations is part of its mission.

“Expect Respect” Committee
This new group addresses mistreatment issues by promoting healthy work and learning environments. Steps include a poster campaign, a new web page explaining the mistreatment reporting process, and case studies used to better understand when and how to navigate mistreatment issues. A QR code was added to the Office of Diversity, Equity and Inclusion website for reporting mistreatment.

School of Medicine Diversity Symposium
DEI sponsored the first School of Medicine Diversity Symposium for school leadership in spring of 2019. It featured a panel of diversity leaders from the school’s affiliate hospitals and medical centers. Small work groups were formed to establish diversity goals based on department and committee strengths, challenges and opportunities.

Collaborative Committee for Faculty Success
Established in spring of 2019 to support faculty underrepresented in medicine, this initiative launched its first faculty diversity networking event in June. More than 25 individuals in attendance learned about the faculty scholars program for senior-level faculty and the faculty fellows program for junior-level faculty members.

Women In Medicine and Science (WIMS)
Events for women at the School of Medicine included a luncheon series to support the senses of belonging and professional development. Women in Medicine events for students as well as faculty have included topics such as setting goals, speed mentoring and motivational readings.
THE STAHR PARTNERSHIP

$3.2 million federal grant supports programs for students from disadvantaged backgrounds

THE OFFICE OF Diversity, Equity and Inclusion and the Office of Admissions, working together, received a $3.2 million United States Health Resources and Services Administration (HRSA) federal grant for programs to aid students from economically and educationally disadvantaged backgrounds.

Research has shown these students typically succeed at a far lower rate than those graduating from schools situated in thriving communities.

Funding from HRSA supports a new Students in Training, in Academia, Health and Research (STAHR) initiative. The program is a collaborative effort between the UMKC schools of medicine, dentistry and pharmacy.

This program is designed to increase the number of students from disadvantaged backgrounds entering health care programs and prepare them for success. It supports expansion of the medical school’s already successful high school Summer Scholars program and the dental school’s Admissions Enhancement Program (AEP). It also expanded the pilot mentoring program SMART into the STAHR Ambassador program, a research-based mentoring enterprise that now includes the Schools of Dentistry and Pharmacy.

This partnership will allow us to help students develop academically, psychosocially, professionally and as leaders who can have a positive impact on the workforce and their communities.

Alice Arredondo, Ed.D.
Former Director of Admissions,
School of Medicine Assistant Dean,
Admissions and Recruitment
COMMUNITY HEALTH

NIH awards $3.3 million grant to improve diabetes prevention among African Americans

IN MARCH OF 2020, Jannette Berkley-Patton, Ph.D., professor of biomedical and health informatics and director of the UMKC Health Equity Institute, received a $3.3 million grant from the National Institutes of Health to help improve diabetes prevention outcomes among African Americans.

During the past 14 years, Berkley-Patton has won more than $10 million in federal grants that focus on improving the health of African Americans. Each project targets health inequities and community-engaged research with African American community-based organizations, such as places of worship, because of their cultural importance. The new five-year grant, started on April 1 with similar strategies.

The new program will tailor the Centers for Disease Control and Prevention’s National Diabetes Prevention Program with 360 African American pre-diabetic participants recruited from local health care facilities. It includes group sessions over the course of one year with a focus on healthier eating and regular exercise.

Preventing diabetes can help stave off other associated chronic health issues including blindness, kidney failure and heart disease.

“With the grant, we’re trying to address every barrier related to social determinants,” Berkley-Patton said. “The most successful outcomes are correlated with attending the sessions – the more sessions attended, the better the outcomes.”

The grant will support connecting local hospital patients to diabetes prevention program classes in their home communities in church, community center or neighborhood association settings. The program will be culturally tailored for African American adults. In addition to Truman Medical Centers, program partners include several urban Kansas City churches, Calvary Outreach Network, YMCA, Chestnut Resource Center, KC Care Health Center, Children’s Mercy and the University of Kansas.

Using university research and outreach, the UMKC Health Equity Institute is designed to identify, quantify and address health care gaps in Kansas City neighborhoods. Jannette Berkley-Patton, Ph.D., director of the Institute and professor of biomedical and health informatics, is working to address every barrier related to social determinants.

Jannette Berkley-Patton, Ph.D., is leading many grant-funded efforts to improve the health of African Americans.
BY THE NUMBERS

THE ASSOCIATION OF American Medical Colleges (AAMC) continues to address the importance of diversifying the medical field to meet the needs of this country’s growing diversity and health disparities. For this first-time UMKC SOM diversity report, this section was created to raise awareness of the school’s diversity data. Specific attention is focused on women and individuals who are underrepresented in medicine/minorities (URM). URM includes individuals who identify as American Indian, Black/African American, Hispanic, Native Hawaiian, underrepresented Asians (those who do not identify as Chinese, Japanese, Filipino, Korean, Asian Indian or Thai), and two or more races. While the number of women has increased in some medical areas to equal or surpass men, they are still marginalized in the medical field (Gender Equity, AAMC 2020). Even though specific efforts focus on URM and women, UMKC School of Medicine diversity efforts also include sexual orientation and individuals from rural backgrounds.

BA/MD and MD Student Headcount

For those not familiar with the UMKC SOM BA/MD & MD program, the school starts by providing clarity related to headcount (refers to one person) and graduation rates. BA/MD students represent a six-year program (admits approximately 110 students) and the MD program represents a four-year program (admits approximately 15 students).

Women

From Academic Year 2014/2015 to 2018/2019, the average of female students admitted to the BA/MD program was 64% (N* = 111) with the highest number in 2018/2019 at 67%, (compared with the national average of 50%).

From Academic Year 2014/2015 to 2018/2019, the average of female students admitted to the MD program was 43% (N = 15) with the highest in 2014/2015 at 63% (AAMC 50%, 2018/2019).

Race/Ethnicity

Non URM: Asian and White students

From Academic Year 2014/2015 to 2018/2019, the average number of Asian students admitted to the BA/MD program was 47% (N = 111) with the highest in 2018/2019 at 51% (AAMC 22%, 2018/2019). During the same time period, the average number of White students admitted was 35% with the highest in 2014/2015 at 42% (AAMC 51%, 2014/2015).

From Academic Year 2014/2015 to 2018/2019, the average number of Asian students admitted to the MD program was 15% (N = 15) with the highest in 2014/2015 at 21% (AAMC 19%, 2014/2015). During the same time period, the average number of White students admitted was 71% with the highest in 2018/2019 at 75% (AAMC 49%, 2018/2019).

* N = number in group
The School of Medicine has averaged an 85% retention rate of students matriculating to Year Three of the six-year BA/MD program.

**URM: Black/African American and Hispanic students (Native American and Native Hawaiian numbers too small to report).**

- **BA/MD Black African American:** 7% (N=111)
- **BA/MD Hispanic:** 5%
- **MD Black African American:** 4%
- **MD Hispanic:** 3%

From Academic Year 2014/2015 to 2018/2019, the average number of Black/African Americans students admitted to the BA/MD program was 7% (N=111) with the highest in 2015/2016 and 2016/2017 at 9% (AAMC 8%, 2018/2019). During the same time period, the average number of Hispanic students admitted was 5% with the highest in 2017/2018 at 10% (AAMC 6%, 2018/2019).

**Gender Identity**

- **Non-binary:** 1

Currently, the AAMC reports sex and not gender, which means the data collected is binary (female and male). In 2018, the UMKC School of Medicine began the practice of collecting non-binary data and started to report gender. As a result, one student has identified as non-binary.

**Rural**

- **Rural:** 18%

Similarly, the school collects data on individuals who identify as Missouri rural residents. As of 2016, the U.S. Census Bureau defines rural as the opposite of urban, where there are 2,500 people or less and the land use is not dense. On average from 2016 to 2018, the number of BA/MD and MD students who were Missouri residents (n=76) and identified as rural was 18%.
BA/MD and MD Student Matriculation and Graduation

**BA/MD Matriculants Retained to Year Three**

On average from academic year 2009/2010 to 2013/2014, the retention rate of BA/MD students matriculating to Year Three of the six-year program was 85%. During this time period, 81% of female and 90% of male students matriculated to Year Three. Similarly, 89% of Asian, 75% of Black/African American, 57% of Hispanic and 84% of White students matriculated to Year Three (numbers for Native American and Native Hawaiian were too small to report).

**BA/MD (Years 3-6) & MD (Years 1-4) Students Who Graduated**

On average from academic year 2011/2012 to 2015/2016, the graduation rate of BA/MD and MD students obtaining their medical degrees was 93%. During this time period, 94% of females and 93% of males received their medical degrees. Similarly, 94% of Asian, 98% of Black/African American, 87% of Hispanic and 92% of White students received their medical degrees (numbers for Native American and Native Hawaiian were too small to report).

Graduate and Medical Resident Headcount

**SOM Master’s Anesthesia Assistant (AA) and Physician Assistant (PA) Headcount**

From academic year 2014/2015 to 2018/2019 the average percent of female AA & PA students admitted was 64% (N=32). During this same time period, 3% of students were Asian, 3% Black/African American, 3% Hispanic, 81% White, 4% Two or More Races, and 3% Unknown (Native American numbers too small to report). While diversity data for AA programs was difficult to find, a 2015 study on PA programs found that 67 programs (out of 168) reported the 2013 matriculating class as 2% Black/African American and 7% Hispanic (Asian and Two or More Races not reported and Native American below 1%) (DiBiase et. al., 2015).

**UMKC SOM Medical Resident Headcount**

From 2015 to 2018, the average number of UMKC female medical residents was 36%, and 64% were male (N=389). Similarly, 21% were Asian, 3% Black/African American, 3% Hispanic, 68% White, 1% multiple race/ethnicity, and Native American less than 1%. During this time period, the number of URM trainees increased by 3% (from 5% in 2015 to 8% in 2018). The Accreditation Council for Graduate Medical Education (ACGME) reported that in 2017-2018, of 135,326 U.S. medical residents 43% were female, 53% male, and 3% unreported. In addition, ACGME reported race/ethnicity as 17% Asian, 4% Black, 5% Hispanic, 42% White, 5% other, 24% unknown, and Native American numbers less than 1%.

The School of Medicine posted a strong 93% average graduation rate from 2012 through 2016.
UMKC SOM Faculty and Administrative Leadership

In 2018, the Office of Academic Affairs and the Office of Diversity, Equity and Inclusion worked together to compile UMKC SOM faculty (N=1,858) and administrative leadership (N=42) data by race/ethnicity and sex across UMKC SOM affiliates.

In 2018, UMKC SOM female faculty totaled 42% and minority faculty totaled 6% (3% Black, 3% Hispanic). This includes full-time, part-time and faculty who volunteer. In 2018, AAMC reported female faculty at 42% and minority faculty at 8% (3% Black, 5% Hispanic, and 0% for other minority groups). The AAMC report includes full-time faculty at all U.S. medical schools by rank (professor, associate professor, assistant professor, instructor and other.) Snapshot taken from AAMC Faculty Administrative Management Online User System and AAMC Faculty Roster, Dec. 31, 2018.

The administrative leadership includes the Dean, Associate and Assistant Deans, and Chairs. The school has a larger percent of female administrative leaders at 45% compared with faculty at 42% and URM administrative leaders at 11% compared with URM faculty at 6%. While there is AAMC data on deans and chairs, there is not diversity data on associate deans or assistant deans.

UMKC School of Medicine 2018-2019
Total Faculty and Total Administrative Leadership

Source:
Student Headcount Enrollment is from Enrolled Student Headcount, each entering class started Fall 2014-Fall 2018, Office of Assessment, Graduate Programs and Medical Education. Faculty, staff and resident headcount is from the UMKC SOM Office of Academic Affairs, University of Missouri Cognos census data, Graduate Medical Education, AAMC Online Data & Reports.
DIVERSITY LEADERSHIP

UMKC School of Medicine is making strides to narrow the gaps in gender and minority representation among leadership

GENDER AND MINORITY divide challenges that exist in medicine impact the ability to recruit, retain and engage talented students and faculty. But the UMKC School of Medicine is making strides.

The face of the school’s faculty leadership continues to evolve and compares well nationally. While women make up more than one-half of medical school classes across the nation, only 16 percent of U.S. medical schools are led by women deans. That’s just slightly more than the 12 percent a decade ago. Only 18 percent of department chairs across the United States are women.

Alumnus recognized for health equity efforts

THE BLACK HEALTH CARE Coalition of Kansas City recognized School of Medicine alumnus Michael Weaver, M.D. ’77, for his efforts to narrow the equity gap in health care for African Americans.

At Saint Luke’s Health System, Weaver is vice president for clinical diversity and chairman of the Healthcare Equity Council. At the UMKC School of Medicine, he is a clinical professor of emergency medicine, chair of the Minority Faculty Recruitment and Retention Committee, and a longtime member of the school’s Diversity Council.

“There’s a mantra among leaders in health care equity and diversity: To have quality, you must have equity,” Weaver said. “That means looking at factors such as mortality, morbidity and readmission rates across patient populations, and striving for consistent outcomes.”

Weaver’s equity work includes a grant he secured from the Healthcare Foundation of Kansas City to provide training at Truman Medical Centers and throughout the Saint Luke’s system to recognize unconscious bias.

Three of the 10 deans in the history of the UMKC School of Medicine have been women, including our current dean, Mary Anne Jackson, M.D. Also, two-thirds of the school’s associate and assistant dean positions are currently held by women. Nine of our 16 associate deans (56 percent) are women and two are African American. Five of seven assistant deans (71 percent) are women, and one is African American. Four of 19 departments (21 percent) are led by women chairs.

“I think everyone needs to recognize and speak up about how unconscious bias and the social determinants of health can influence the creation of health care and health disparities,” he said.

He has also played a large role in Critical Mass Gathering, an annual event for underrepresented in medicine students across Kansas City Medical schools including Kansas City University, University of Kansas School of Medicine and UMKC. Marking its 15th year, the program is an essential component of successful matriculation through medical school through a day-long program of workshops, mentorship and encouragement.

Building community, mentorship and visibility for underrepresented minorities, women and LGBTQ faculty is central to my goals as dean.

Mary Anne Jackson, M.D.
Dean
UMKC School of Medicine

Stephen Griffith, M.D., Michael Weaver, M.D., and Jamila Murga, event volunteer, attended the 2019 Critical Mass Gathering.
CREATING AWARENESS

Annual Shannon Lecture places spotlight on minority health

EACH FEBRUARY, the School of Medicine invites a distinguished speaker to deliver the Dr. Reaner and Mr. Henry Shannon Lecture in Minority Health.

The lectureship is endowed by Reaner Shannon, Ph.D., former School of Medicine associate dean for minority affairs, and her husband, Henry. It is an important part of the school’s commitment to address minority health. It has been creating awareness about health disparities with such national speakers as former U.S. Surgeon General Jocelyn Elders and former U.S. Secretary of Health and Human Services Louis Sullivan, as well as noted local leaders in minority health.

Shannon came to UMKC in 1974 as a research technologist in the Hemostasis Laboratory at the School of Medicine. She retired in 2008 as associate professor and associate dean for minority affairs. She earned both her master’s and doctorate degrees from UMKC.

Her work at the School of Medicine took her into the community and local schools. There, she helped develop partnerships and encourage student interest in careers in the health sciences among those underrepresented in the field. She has received many of UMKC’s outstanding alumni service awards.

After more than three decades of service, she ensured the legacy of serving the minority community by establishing an endowment for this lectureship that draws attention to disparities in health and health care.

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Altha Stewart, M.D.
2018-2019 President of American Psychiatric Association
2019 Shannon Lecturer

The annual Dr. Reaner and Mr. Henry Shannon Lecture in Minority Health brings recognized leaders on minority health issues such as Altha Stewart, M.D., 2018-2019 president of the American Psychiatric Association, to speak at the School of Medicine.
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Tyler Smith, M.D., M.P.H., FAAP, was appointed as the UMKC School of Medicine’s Associate Dean of Diversity, Equity and Inclusion in April 2020.

Tamorah Lewis, M.D., Ph.D., is a student mentor and champion for ending racial bias in medicine.

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In August 2019, she was appointed by the governor of Kansas to the Kansas Children’s Cabinet and Trust Fund. The initiative assists children and families in Kansas by developing and implementing a service delivery system, identifying barriers to service, and fostering interagency collaboration between private and public programs.

Smith is a graduate of the University of South Carolina School of Medicine and completed her pediatric residency at the University of Maryland Medical System in 2008.

Smith completed her M.P.H. and fellowship in general academic pediatrics at Johns Hopkins School of Public Health and School of Medicine. She was recognized as mentor of the year by Hampton University, where she completed her undergraduate work.

Dr. Tyler Smith joins School of Medicine as Associate Dean of Diversity, Equity and Inclusion

Tyler Smith, M.D., M.P.H., FAAP, assistant professor of pediatrics, was appointed in April 2020 as the School of Medicine’s new Associate Dean of Diversity, Equity and Inclusion. She is the first physician to hold this role.

Smith takes over for Nate Thomas, Ph.D., who served in that role from December 2017 to March 2020. She joined the Children’s Mercy Kansas City Department of Pediatrics and UMKC faculty in February 2018. In addition to her role as associate dean, she continues to serve at Children’s Mercy Kansas City as the General Academic Pediatrics Fellowship program director.

A member of the Journal of the National Medical Association Editorial Board, Smith is nationally known for her work in medical education, mentorship, diversity, health care disparities and physician wellness.

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SMART Program mentor advocates for changes in training of health professionals

TAMORAH LEWIS, M.D., PH.D., is a neonatologist and physician-scientist at Children’s Mercy Kansas City. She is a mentor for the UMKC School of Medicine Students in Medicine, Academia, Research and Training (SMART) Program and serves as chair of the diversity subcommittee for the Graduate Medical Education office at Children’s Mercy Kansas City.

Lewis says her goal as a physician is to bring the national discussion about anti-racism into medical training and medical care. She is the author of an essay published in The Paper Gown, a blog site to help patients feel informed, empowered and understood, that advocates for change in training health professionals.

In her essay, she says that medicine knows about but has yet to acknowledge the racism that Black Americans face. She writes that in the past 30 years there have been minimal improvements in reducing disparities that affect the health of Black Americans. “Our profession calls on us to ‘do no harm,’ but it also sits in a place of inaction while societal abuse is being perpetrated. Inaction allows racial bias to seep into the exam room and undermine the care that Black patients receive. Inaction does harm.”

Her article calls for the introduction of a curriculum focused on “a deep understanding of critical race theory, structural inequities, historical racism and violence, and modern-day manifestations of racism in health care.”

The full article is available online at https://thepapergown.zocdoc.com/how-to-make-healthcare-anti-racist/.

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DIVERSITY AND EQUITY ACROSS THE SCHOOL

DIVERSITY, EQUITY AND INCLUSION must be integrated into all aspects of how the UMKC School of Medicine educates students, residents and fellows, develops faculty and staff, and conducts business across committees, councils and various groups.

In addition to the efforts of the Office of Diversity, Equity and Inclusion to improve the campus climate, here are some of the successful initiatives undertaken in other departments and areas.

Office of Research Administration
The office has renewed its focus and efforts to have more students underrepresented in medicine engaged in research activities. While learning to develop and conduct research projects, students engaged in research opportunities also gain professional development experience that broadens their resumes to become even stronger candidates for outstanding residency positions and for future career advancement.

Office of Admissions
The Office of Admissions sets goals that foster building a diverse class through its Holistic Review process, Saturday Academy and Summer Scholars programs. They are helping promote inclusivity throughout the admissions process by asking for applicants’ names and pronouns, as well as gathering information on gender identity, first generation status, disadvantaged status, race/ethnicity and other factors. The office also hosts interview day diversity receptions, so prospective students know that UMKC cares and values their diverse identities.

Evaluation Council
The Evaluation Council has incorporated diversity, equity and inclusion into its standardized patient cases and continues to develop diversity among its standardized patient pool.

Council on Curriculum
The Council on Curriculum provides robust learning opportunities and resources based on patient population such as collaborating to offer an Interprofessional Education poverty simulation exercise.

Docent Council
Docents are the foundation of the School of Medicine curriculum, and the Docent Council is developing goals to enhance how they work with diverse student populations in the learning environment.

Graduate Medical Education
GME promotes diversity and a sense of belonging among UMKC residents and fellows by working with partner hospitals to recruit a diverse workforce into post-graduate programs.

Graduate Programs
Our graduate programs serve as a pilot in supporting our students’ growth in interacting with diverse populations by integrating diversity, equity and inclusion into the curriculum. Kathy Ervie, director of the physician assistant program, coordinates with Project Breakthrough to conduct an out-of-class experience in which students hear from Kansas City residents about social challenges they face.

UMKC Health Sciences Diversity and Inclusion Council
This cooperative partnership of 12 neighboring health care institutions promotes diversity and inclusion across the UMKC Health Sciences District. A senior sendoff event at Diastole recognized graduates from the Schools of Dentistry, Medicine, Nursing and Health Studies, and Pharmacy.

Office of Student Affairs
Whether it’s student orientation or a cross collaboration of staff working together, the Office of Student Affairs is a champion of diversity and equity training and leadership development. A plan to educate all students in the Expect Respect campaign includes the advancement and integration of the program among faculty and staff.
RECOGNIZING OUR DIVERSITY LEADERS

Excellence in Diversity and Health Equity in Medicine Awards and Inclusive Excellence Scholarships

TAYLOR CARTER, a 2019 UMKC School of Medicine graduate, received the student award for leadership and service with many school and national organizations. She served as chair of the National Academic Affairs Committee of the Student National Medical Association. She has been a member of the national organization representing underrepresented minority medical students since 2013.

Carter has also served as a student representative to the diversity council as well as a student representative to the Children's Mercy Diversity General Medical Education Sub-Committee. She worked with School of Medicine partners on cultural competency curriculum reform to improve the student training in areas such as social determinants of health, personal biases and treating individuals from different backgrounds.

The UMKC Student National Medical Association (SNMA) and the Children's Mercy Hospital Faculty and Trainee Diversity, Equity and Inclusion (FTDEI) Committee received diversity awards for organizations. The SNMA chapter partnered with the Linwood YMCA to assist members with events including the Launchpad after-school program, as well as tutoring and mentoring middle and high school students. It initiated new programming including a cultural competency workshop, an on-campus In Living Culture event to celebrate diversity and change, and an annual Black History Month celebration.

The Children's Mercy FTDEI Committee is a grassroots effort led by physicians Bridgette Jones, M.D., Tamorah Lewis, M.D., and Jaszianne Tolbert, M.D., to improve diversity among the pediatrics residency class. The group implemented initiatives producing active national recruitment outreach to trainees and faculty candidates underrepresented in medicine, bias training for hospital leadership, a visiting professorship by national leaders, and an elective for underrepresented in medicine students.

THE UNIVERSITY OF MISSOURI System is committed to diversity efforts at the School of Medicine. This includes $20,000 in Inclusive Excellence funds to support underrepresented in medicine student success. Scholarships were for students in both the B.A./M.D. and Allied Health programs to support their summer 2019 tuition costs. There is a high impact when students from disadvantaged backgrounds are supported financially, as it reduces stress and continues to support their retention in their respective programs. As a result, the school provided scholarships to eight stellar individuals: Saba Bajiwu, Rico Beuford, Melissa Ceballos, Jason Egbueruare, Tyra Jenkins, Anthony Oyekan, Marcella Riley and Dane Stephens. The system also provides financial support for the annual Critical Mass Gathering event.
THE DIVERSITY COUNCIL

2018-2020 COUNCIL LEADERSHIP

Fariha Shafi, M.D., FACP
Associate Professor of Medicine
TMC (Council Chair)
(2017-2024)

Tyler Smith, M.D., M.P.H., FAAP
Associate Dean of Diversity, Equity and Inclusion
UMKC SOM
(2020-Present)

Nate Thomas, Ph.D.
Former Associate Dean of Diversity, Equity and Inclusion
UMKC SOM
(2018-2020)

Maria Ibarra, M.D.
Pediatrics: Rheumatology
CMH (Council Vice Chair)
(2016-2018)

Rachel McCommon, M.A. Ed.
Coordinator of Diversity and Inclusion Strategic Initiatives
UMKC SOM
(2018-Present)

Charlie Inboriboon, M.D., M.P.H., FACEP
Former Associate Clinical Professor
TMC (Council Vice Chair)
(2019-2020)

APPOINTED, ELECTED AND EX-OFFICIO MEMBERS

2018-2019 MEMBERS
Nawfel Abdulameer, M.D.
Debra Ahern, M.D.
Alice Arredondo, Ed.D.
Petra Bricker, M.A.
Taylor Carter, M.D. (med student)
Adnan Choudhury, M.D.
Allan Davis, Ph.D.
Nathan Driskill, M.A.
Kathy Ervie, M.P.A.S., P.A.-C.
Chizi Ibezim, M.D. (med student)
Charlie Inboriboon, M.D.
Girwan Khadka, Ph.D.
Jackie Kitchen, M.D.
Angellar Manguvo, Ph.D.
Marissa Mendez, M.D.
Amaka Ofodu, M.D. (med student)
Feliz Okah, M.D.
Carol Stanford, M.D.
Gary Sutkin, M.D.
Michael Weaver, M.D.

2019-2020 MEMBERS
Mikiyas Belay (grad student)
Adnan Choudhury, M.D.
Nick Dean, M.A.
Kathy Ervie, M.P.A.S., P.A.-C.
Wail Hassan, M.D.
Charlie Inboriboon, M.D.
Angellar Manguvo, Ph.D.
Johanna Mejias-Beck, M.D.
Angela Nwankwo (med student)
Josephine Nwankwo (med student)
Chidera Okaforz (med student)
Ginika Osude (med student)
Amudha Porchezian (med student)
Gary Sutkin, M.D.
Zumi Urueta
Michael Weaver, M.D.