

UMKC SOM Office of Diversity, Equity, and Inclusion (DEI)
July 2020 Newsletter

Welcome to the 2020-2021 academic year from the Office of Diversity, Equity and Inclusion to all new and current medical and graduate students, residents, fellows, faculty, and staff. The end of the previous academic year was both difficult and challenging in weathering the storm of fighting the public health crises of COVID-19 and racial injustices against people of color, while recently celebrating the life and work of Civil Rights icons Representative John Lewis and Reverend C.T. Vivian. As a resilient office, we continue to strive and thrive towards the goals of continuing to increase diversity, equity, and inclusion at UMKC School of Medicine.

Meet the members of the Office of Diversity, Equity, and Inclusion



Tyler K. Smith, MD, MPH
Associate Dean for
Diversity, Equity, and Inclusion



Rachel McCommon, M.A.Ed.
Coordinator for Diversity, Equity, and
Inclusion Strategic Initiatives



Welcome to **Diana Dark, MD** who is the new Associate Dean for the Learning Environment. In this new position at UMKC School of Medicine, she will lead the Expect Respect Committee including review of Mistreatment reports as well as educational initiatives about professionalism, wellness, and topics related to diversity, equity, and inclusion in the learning environment for students, residents, fellows, and faculty.

Diana Dark, MD
Associate Dean for the Learning Environment

Below are updates about current activities within the Office of Diversity, Equity, and Inclusion and at UMKC:

- **Student, Trainee, Faculty, and Staff Forums** – These sessions began in early June 2020 with great turn out and support from medical and graduate students, residents, trainees, faculty and staff. There were challenging questions asked and answered as well as difficult discussions, but it is hoped that through the beginning of having these dialogues to not only continue them, but to continue to encourage, support, and promote safe, brave, and courageous spaces for dialogue. *More to come about future forums.*

- **Recruitment** – We are working to recruit diverse student populations for medical and graduate school programs through continuing partnerships with diverse collegiate institutions e.g., Lincoln University of Missouri and the University of Illinois-Chicago, while developing new partnerships with Historically Black Colleges and Universities (HBCUs) throughout the country and mission-driven, non-profit organizations tasked with increasing the number of under-represented in medicine (UIM) students entering into health care professions. We are working collaboratively with the UMKC Office of Graduate Medical Education and **Uniting Numerous medical Trainees for Equity and Diversity (UNITED)** to create virtual sessions during the 2020-2021 interview season for UIM residency and fellowship applicants to learn more about training at UMKC School of Medicine affiliated programs and living in the Greater Kansas City area.
- **Curriculum** – The Office is collaborating with **Professor Mikah Thompson** (Critical Race Scholar at UMKC School of Law), **Tamorah Lewis, MD, PhD** (Nationally known Diversity, Equity, and Inclusion Advocate), **Diana Dark, MD** (Associate Dean for the Learning Environment), **Nurry Pirani, MD** (Chairperson, Council on Curriculum), and **Stefanie Ellison, MD** (Associate Dean for Learning Initiatives) to incorporate anti-racism, implicit bias, and social justice into the medical and graduate school curriculum. The goal in the first year of this curriculum is that ALL medical students in years 1-6 will learn about the same topic with each consecutive year incorporating a new topic so that after six (6) years a full curriculum will be in place. A service-learning component will be included as part of the curriculum. Aspects of this curriculum will also be incorporated into the Physician Assistant and Anesthesia Assistant Programs with training that will also be available for trainees, faculty, and staff. CPM 1 and 2 courses are currently under revision to incorporate inclusive and equitable language and representation in each lecture and workshop across the curriculum.
- **Docents** – In diversifying our Docent teams, there will be new and diverse Year 1 and 2 Docents starting in the 2020-2021 academic year with introductions coming in August 2020.
- **Mistreatment Reports** – Thank you to the Associate Dean for the Learning Environment, **Diana Dark, MD and Information and Technology team** for developing a new QR code connecting to the Mistreatment Reporting Online Form with new posters to be printed, distributed, and posted in visible locations throughout the School of Medicine as well as in areas frequented by residents and fellows.
- **Website** – Active updates are currently underway with the Office of DEI website including information about **Uniting Numerous medical Trainees for Equity and Diversity(UNITED)**, the Multicultural Advisory Community of Students (MACS), as well as working with the medical librarians to provide resources for self-learning.
- **Communications** – In collaboration with the Office of Marketing and Communications, expect regular newsletters containing announcements and updates from the Office of DEI, SOM DEI Council, MACS student organizations, UNITED and affiliate institution updates.
- **UMKC** - UMKC launched the **Critical Conversations Series** with the goal “to enlighten, to educate, and to explore the causes and potential cures for racism.” The first session was held on **Wednesday, July 8, 2020** with over 600 participants engaged in a dialogue about “**Systemic Racism in the Workplace.**” Panelists included Clyde McQueen, President and Chief Executive Officer, Full Employment Council; Uzo Nwonwu, Corporate

Legal Counsel, UMB Bank; Jeffrey J. Simon, Office Managing Partner, Husch Blackwell LLP; A'yanna Tomlin, UMKC student, studying Business Administration; Gary O'Bannon (Moderator), Executive in Residence, Henry W. Bloch School of Management and former Director of Human Resources, City of Kansas City, Missouri. This session was the beginning of many topics discussing racism in the community, higher education, and public health.

- **Stay Woke Spotlight** – The Office will regularly highlight students, residents, fellows, faculty, staff, or organizations that are making an impact on diversity, equity and inclusion at UMKC School of Medicine. Today, we highlight the pediatric residents at **Children's Mercy Kansas City**. Former Chief Resident, **Danielle Gonzalez, MD** and leadership of the **Resident Diversity, Equity, and Inclusion Committee (Drs. Darius Blanding, Zuri Hudson, Amy Johnson, Kyra McCarty, and Johana Mejias-Beck)** organized a peaceful protest on Friday, June 5, 2020 bringing the health care community together for physical distance kneeling for 8 minutes and 46 seconds to honor the life of Mr. George Floyd who was killed in Minneapolis, Minnesota over the Memorial Day Weekend and in support of Black Lives Matter. **Amy Johnson, MD** used her artistic talents to create badge stickers as an outward expression of their support for Black Lives Matter in the emblem of a power fist with the word "Solidarity" written underneath. Thank you to the residents for your advocacy of students, colleagues, faculty, staff, and the patients and community we serve. Stay positive and remain woke.

Multicultural Advisory Community of Students Organizations Updates

Student National Medical Association (SNMA)

The UMKC School of Medicine Chapter of SNMA is currently hosting a fundraiser selling "Black Lives Matter" lapel pins. Each pin is \$10 for students and \$15 for faculty and staff using the included link (<https://forms.gle/AeKU2A98CeXpTKw9>). A portion of the proceeds from the sales will support Uzazi Village (www.uzazivillage.org), an organization in the Greater Kansas City area established to decrease maternal and infant health disparities and inequities found in the urban core among African-American women and other at-risk populations residing in the area. Proceeds will also support UMKC medical students as national leaders in SNMA as they serve as ambassadors from UMKC School of Medicine.



Affiliate Institutions

Children's Mercy Kansas City

1. We wish a warm welcome to the **Interfaith and Latino Employee Resource Groups** at Children's Mercy. Physicians in the Latino Employee Resource Group also participate in **Latinos in Medicine** and have graciously volunteered to mentor UMKC Latinx medical students. Led by **Liset Olarte, MD** (Infectious Diseases – Peru), members include:
 1. **Susana Chavez-Bueno, MD** – Pediatric Infectious Diseases (México)
 2. **Hugo Escobar, MD** – Pediatric Pulmonology (Colombia)

3. **Cristina Fernandez, MD** – Pediatric Weight Management (Colombia)
 4. **Maria Ibarra, MD** – Pediatric Rheumatology (Colombia)
 5. **Liset Olarte, MD** – Pediatric Infectious Diseases (Peru)
 6. **Julio Quezada, MD** – Pediatric Neurology (Guatemala)
 7. **Gustavo Vilchez, MD** – Maternal Fetal Medicine (Perú)
 8. **Fernando Zapata, MD** – Pediatric Gastroenterology (Colombia)
1. The Children's Mercy Equity and Diversity Education Series is focused on educating faculty, students, and health professionals about ways to address diversity, equity, and inclusion contributes to more effective strategies for improving health for individuals and communities of color. To reduce barriers to quality healthcare access and increase social equity for all, we invite you to join our upcoming virtual equity and diversity education sessions. Please see below for more details about each virtual educational session.
Date: Tuesday, August 18th, 2020
Time: 12:00 – 1:00 PM
[Please register here to receive Microsoft Teams Link](#) – 900 slots available
Title: How to Be an Upstander (Working Title)
Presenter: Cecilia Belser-Patton, Principle and Culture Curator of JUST Systems
 1. Explain the importance of the upstander role, including essential skills and supportive tools
 2. Recognize how we are upstanders and how to create community of relationship-centered culture
 3. Identify strategies to mitigate/addressing interactions to move towards structural inclusive environment and organizational culture
 2. Please read the Parent-ish blog post by **Ayanda Chakawa, PhD and Trista Perez Crawford, PhD** about healthy discussions with children about race. <https://www.childrensmercy.org/parent-ish/2020/07/kidsrace/>
 3. Children's Mercy Hospital in Kansas City is hosting a **virtual rotation experience for fourth year**, UIM medical students on **Wednesday, August 5, 2020 from 6:30 - 8:30 PM CST**. Mercy + ME is a rotation experience that provides qualified 4th year medical students who have historically been underrepresented in medicine (UIM) an opportunity to experience the outstanding pediatric training that Children's Mercy provides. This free event will be held virtually this year. Participants will meet with the Pediatrics Residency Program Directors as well as UIM faculty, residents, and staff to answer questions about the training and living in Kansas City. The experience will increase exposure of UIM medical students to clinical and research opportunities in academic medicine, in addition to encouraging students from diverse backgrounds to apply to the Children's Mercy Kansas City Pediatric Residency Program. All questions can be directed to **Tyler Smith, MD: tksmith2@cmh.edu**. Please find the link to register [here](#) as well as the invite and agenda for the evening. We ask that you distribute the announcement to any students within your network who may be interested!

Truman Medical Center (TMC)

- TMC/University Health teamed up with the Negro Leagues Baseball and the American Jazz Museums to provide free masks to thousands of Kansas Citians. Thank you to **Drs. Stefanie Ellison, Kevin Gray, Michael Moncure, Dustin Neel, Josh Petrikin**

and Mark Steele who met with passing motorists, pedestrians, people on busses, shop owners, and other citizens near 18th and Vine, handing out free masks. Thank you to **Mr. Charlie Shields (Chief Executive Officer) and Mark Steele, MD (Chief Medical Officer)** for your leadership in making Truman Medical Center and employees the community leaders around the messaging that masks are a vital tool to stopping the community spread of COVID-19.

- TMC led a community masking effort bringing 30,000 masks to the Clergy Response Network, an ad-hoc group of community church leaders. The event held on Wednesday, July 22, 2020 at Calvary Temple Baptist Church provided 30,000 masks for faith leaders to disseminate. When one of the pastors contacted Mr. Shields earlier this week, Mr. Shields reached out to St. Luke's Medical Center, and together the two hospital systems donated 15,000 masks each for the clergy leaders to use with their congregations.
- **Get Out the Vote** - TMC set up voter registration booths on Wednesday, July 22, 2020 at both the HSD and Lakewood campuses encouraging TMC employees to register before the August 4, 2020 Medicaid vote. The message was simple: Medicaid expansion increases access to healthcare, and increased access improves patient outcomes. As we have discussed, it's important to remember that any Medicaid expansion will likely be revenue neutral for TMC. But increased access will be good for our patients, and for Kansas City.

Other Opportunities

- Indigenous/Tribal & Non-Black People of Color Process and Check-in
Hosted by the Division of Diversity & Inclusion at UMKC
[**Register HERE to participate in this Check-In**](#)

Many people are experiencing the murder of George Floyd by Minneapolis police, caught on video and shared with the world, in ways that are challenging to deal with. In light of that, the Division of Diversity & Inclusion would like to host a virtual check-in for Non-Black People of Color in our UMKC community. All UMKC employees are welcome; however, we will center the experiences and voices of Indigenous/Tribal and Non-Black People of Color at UMKC and their role in this movement. Join us in whatever way you feel comfortable. Listening, sharing, learning or teaching. UMKC's culture of care includes all members of Roo Nation. This is your time to check in with your colleagues and our opportunity to support each other as we navigate this unprecedented time.

Tuesday, July 28, 2020

4:00 PM – 5:30 PM

Moderators

Kim Langrehr, PhD; she/her/hers

Associate Professor & Training Director, Counseling Psychology Doctoral Program

Rachel McCommon, MA Ed; she/her/hers

Coordinator, Office of Diversity, Equity, and Inclusion, UMKC School of Medicine

Sandy Rodriguez, MS; she/her/hers

Associate Dean of Special Collections & Archives, University Libraries

Robert Prue, PhD; he/him/his
Associate Professor of Social Work, School of Social Work

Register in advance for this Zoom Meeting Information:

https://umsystem.zoom.us/meeting/register/tJcqcd-2upzwoHNPf_f1lyER1ibqmvhQKe38m

After registering, you will receive a confirmation email containing information about joining the meeting.

- [Reaching for Health Equity](#) scheduled for Wednesday, July 29, 2020. This event is sponsored by UMKC School of Medicine, UMKC Office of Student Involvement, and UMKC Multicultural Student Affairs as a question and answer session about COVID-19 for students with questions answered by UMKC School of Medicine Dean Mary Anne Jackson, MD and Obie Austin of our Student Health and Wellness Center. Please click on the link to register for this session.
- [Critical Conversations](#) Series, **The Future of Policing**, scheduled for **Thursday, July 30, 2020 from 4:00 - 5:30 PM**. Panelists include: Jean Peters Baker, Jackson County prosecutor; Emanuel Cleaver III, senior pastor of St. James United Methodist Church; James D. Corwin, former Chief of the Kansas City Police Department; Damon Daniel, President of the AdHoc Group Against Crime; Gary O'Bannon (Co-Moderator), Executive in Residence, Henry W. Bloch School of Management and former Director of Human Resources, City of Kansas City, Missouri.; Jasmine Ward (Co-Moderator), third-year student at the UMKC School of Law. Please click on the link to register for this is a free event open to students, faculty, staff, and employees affiliated with UMKC.
- The **University of California, Irvine Medical Center (UCIMC) and School of Medicine** is proud to announce the Diversity in Graduate Medical Education Virtual Residency Open House on **Saturday, August 22, 2020 from 9:00am-12:00pm**. As an institution, it is our mission to promote inclusive excellence by recruiting and supporting a wide array of physicians who can serve a diverse patient population and enable our local Orange County community to thrive. We invite 4th year medical students who are seeking to begin residency in June/July 2021 to attend our virtual gathering to learn about the Graduate Medical Education experience from multiple perspectives within the UCIMC environment. In the interest of promoting inclusive excellence in our community, we encourage **medical students** from AOA- and LCME-accredited schools throughout the United States to attend. Please see below for event information (flyer also attached). Students can also refer to <https://sites.uci.edu/cohsdiversity/residencyopenhouse/> for full program details including the RSVP form, agenda, and answers to FAQs.
- The **Office of Diversity and Multicultural Affairs in the Warren Alpert Medical School** of Brown University is hosting a **Diversity in Medicine Virtual Residency Recruitment Fair** for fourth-year medical students on **Saturday, August 1, 2020**, from 10 am - 2 pm. Please find the residency fair announcement with the [link to register](#) and the list of participating programs. We invite you to please distribute the announcement to **students and those within your network** who may be interested. Thank you for your help!

- In light of the current situation, the **University of North Carolina Department of Pediatrics** is excited to offer the **Redding-Lallinger Visiting Pediatric Rotation for fourth-year medical students** who are underrepresented in medicine. The 4-week rotation will offer a dynamic curriculum to prepare students for internship and opportunities to engage with our UNC pediatric community. Sessions will include tips for intern efficiency, case presentations from the hospital, one-on-one meetings with program leadership, and “coffee chats” with faculty in the field of a student’s interest. The rotation will take place on a monthly basis from August to December, with groups of 8-10 students participating each month. A brief application will require a statement of interest, unofficial transcript, and attestation of passing Step 1. Applications will be accepted on a rolling basis. Please note, this rotation will NOT be for academic credit on official transcripts, and participants will not be able to obtain a letter of recommendation from the experience. We have attached a Rotation Flyer and Sample Schedule for your reference. Applications can be submitted at <http://go.unc.edu/UNCPedsVR>. With any questions, please email the Course Directors, Drs. Christian Lawrence (Christian.Lawrence@unchealth.unc.edu) and Eric Zwemer (eric_zwemer@med.unc.edu).

If you have an update, announcement or spotlight that you would like added in our next newsletter, please email Tyler K. Smith, MD at tksmith2@cmh.edu.

In solidarity and unity,
The Office of Diversity, Equity, and Inclusion
The School of Medicine Diversity, Equity, and Inclusion Council