



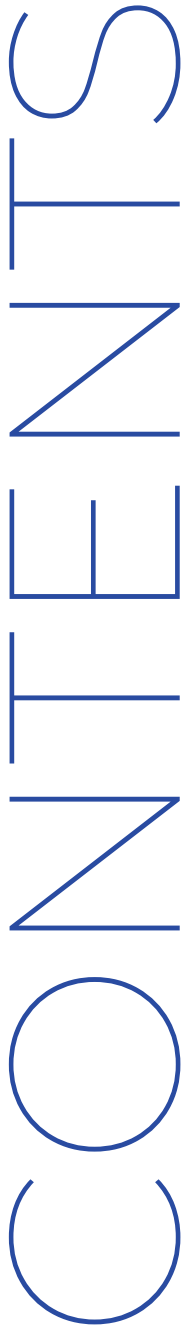
OFFICE OF  
DIVERSITY

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# CIHE Impact Report

# 2023

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The Community Inclusion and Health Equity Initiative (CIHE) is an initiative to enhance community engagement as a means to promote health equity and address health disparities within the Hampton Roads community through Eastern Virginia Medical School (EVMS).

CIHE was launched in 2020 as part of EVMS' Advancing Health Equity and Inclusion for Community and Academic Impact Strategic Plan.

Through this process, faculty, staff, residents, and students called upon EVMS to enhance community engagement as a means of promoting health equity and addressing health disparities.

CIHE operates out of the Office of Diversity and Inclusion under the guidance of Dr. Mekbib Gameda, Vice President for Diversity and Inclusion, Newzaira Khan, LCSW, Community Engagement Specialist, and Mary J. "MJ" Riddle, Administrative Assistant.

The initiative expanded institution-wide community engagement through a four-layered approach. Thus, the CIHE Initiative was envisioned to expand community engagement infrastructure, provide training and technical assistance on community engagement and health equity; to integrating community input into institutional decision making; integrating community input.

CIHE's mission is to engage and amplify community voices in research, clinical care, education, and administration at EVMS with the goal of improving health equity in Hampton Roads. This mission is put into action through the following guiding principles:

**Trust** – Acting in a way that promotes trust and builds relationships.

**Respect** – Recognizing that community wisdom complements and strengthens scientific knowledge.

**Advocacy** – Promoting equality in all we do.

**Transparency** – Being completely open about the intent, decisions, and outcomes related to our work.

**Inclusiveness** – Creating and sustaining a welcoming and supportive environment for all communities.

**Humility** – Embracing the need to assess our biases to ensure that community beliefs, values, and experiences are honored.

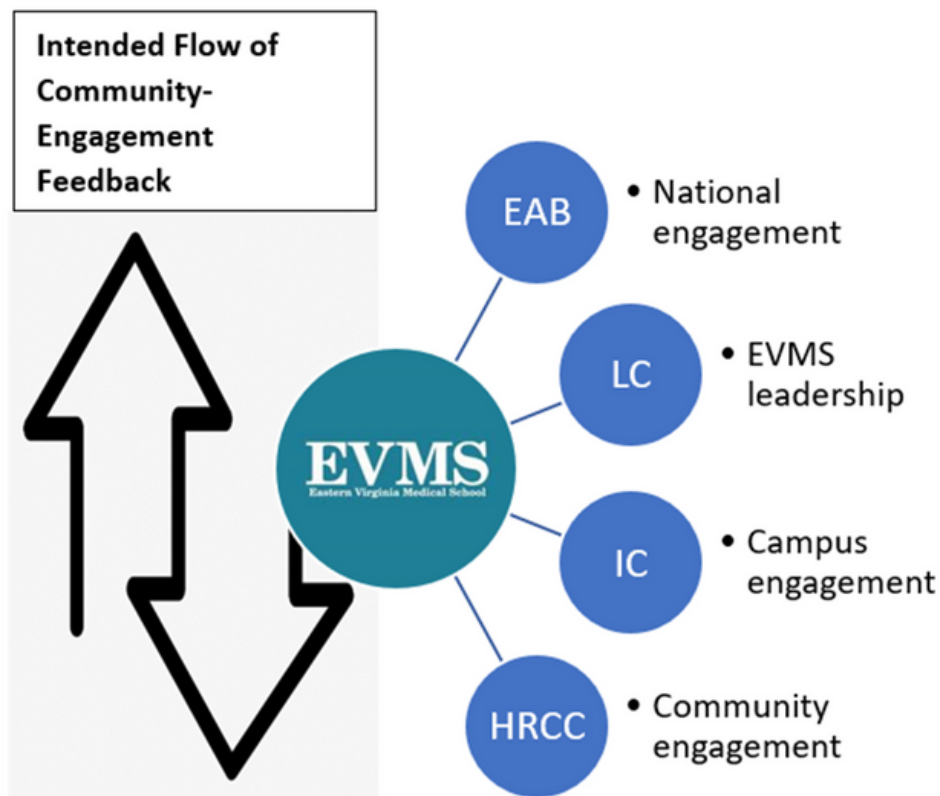
**Strengths-based** – Affirming community strengths.

**Relationship-oriented** - Building bi-directional and sustainable relationships prioritizing community-identified needs and interests.

# CIHE 4-LAYER APPROACH

This section demonstrates the CIHE 4-Layered Approach .

*Figure 1: CIHE 4-Layered Approach*



# WHO MAKE UP THE 4-LAYERS OF FEEDBACK?

01

## External Advisory Board (EAB)

Six national experts in community engagement and health equity serve on the EAB. These members promote-effective implementation, validate successful efforts and disseminate CIHE successes to national peers. The EAB in conjunction with EVMS leadership had an event on March 21, 2022, from 12-3 PM where members met with Dean Dr. Abuhamad virtually to discuss national standards on community inclusion and health equity.

02

## Leadership Committee (LC)

The Leadership Committee provides oversight and guidance of CIHE initiative and disseminates information to the campus and external community. In addition, the LC contributed to ensuring that proper follow-through occurred with department chairs and its incorporation of the HRCC. This process is imperative to the next two-layers of the community-engagement approach as it guides national expertise into community engagement within EVMS.

# WHO MAKE UP THE 4-LAYERS OF FEEDBACK?

03

## **Internal Collaborative Committee (ICC)**

Members of the Internal Collaborative form an internal working group of stakeholders across approximately 20 programs and departments. This group is responsible for developing structure and processes required to ensure EVMS activities address stated community needs and reflect institutional goals and values. Also, the group shares input on support for community engagement efforts offered across EVMS (e.g., infrastructure and programmatic support). The Internal Collaborative met 15 times throughout this reporting period.

04

## **Hampton Roads Community Collaborative (HRCC)**

The HRCC is comprised of 10 community members representing each of the seven cities in Hampton Roads: Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Suffolk, and Virginia Beach. This group provides community feedback and guidance on EVMS activities, particularly those that affect traditional and emergent vulnerable or under-resourced communities. The Hampton Roads Community Collaborative met 53 times in this reporting period.

# THE OVERLAP OF FEEDBACK

The optimal purpose of the initiative is to develop best practices for facilitating lay-person engagement to enhance institutional policies and practices for advancing health equity. This strategy of layperson engagement involving members of affected communities is distinct from other approaches that primarily engage representatives of various stakeholder organizations such as non-profits, other educational institutions, and hospitals.

Activity / Project	Data / Outcome
Welcome Retreat	<ul style="list-style-type: none"><li>• EAB, ICC, and HRCC</li></ul>
Leadership search interviews and evaluations	<ul style="list-style-type: none"><li>• EAB, ICC, and HRCC</li></ul>
Cross sector collaboration	<ul style="list-style-type: none"><li>• EAB, ICC, and HRCC</li></ul>
Community-Engaged Research Support	<ul style="list-style-type: none"><li>• EAB, ICC, and HRCC</li></ul>



# 03. CIHE ACCOMPLISHMENTS

During the reporting period of 2021 – November 2023, the following CIHE accomplishments are highlighted:

Activity / Project	Details
Establish CIHE Mission and Guiding Principle	The first task of CIHE was completed on August 17, 2021. The process involved 3 focus groups from July to August 2021 with HRCC members, which led to the completion of a mission statement. This statement was approved by the ICC.
Assessing Community Needs	Two focus groups were held in September 2021 to assess community needs. The HRCC concluded that mental health was a top priority within their communities. In response, CIHE provided Mental Health First Aid Training to HRCC members to help support community-specific needs.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
	<p>The inaugural CIHE on-campus event was held on February 12, 2022.</p> <p>Dr. Alfred Abuhamad was joined by 14 ICC members and 9 HRCC members.</p> <p>Dr. Abuhamad set the tone for the day with his opening statement: “We want to hear from you all. What can we do better for the community? What are the major issues?”</p>
HRCC In-Person Welcome Retreat	<p>The ICC contributed to this event by engaging with HRCC and EVMS leadership to highlight the support surrounding campus wide community engagement.</p> <p>Throughout this event, ICC members provided feedback on the pros and cons of community engagement within the EVMS community and culture.</p>

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
HRCC In-Person Welcome Retreat	<p>This led to additional conversations about “tools” to make the environment more inclusive and supportive for open dialogue with community members.</p> <p>HRCC members identified the importance of maintaining communication through welcome retreats as it guided institutional setbacks and progress in efforts towards more support in community-engagement literature and practice.</p> <p>Collaboration with HRCC members can assist with re-gaining and/or re-prioritizing institutional trust through initiating EVMS connections.</p>

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
HRCC In-Person Welcome Retreat	<p>Through transparent access to faculty and staff from various departments, HRCC members are engaged to inform others in their communities.</p> <p>HRCC members were coached in ways to provide and obtain feedback within a larger setting. The result of this event was Dr. Abuhamad's commitment to integrating the HRCC into leadership searches.</p>
First EAB Meeting	<p>The first EAB was held on March 21, 2022, from 12-3 pm. Dr. Abuhamad participated in the meeting which provided national frameworks that other organizations can utilize when thinking about CIHE.</p>

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Leadership Search Interviews & Evaluation	HRCC members participated in 3 executive-level searches at EVMS. The members evaluated candidates for: Vice Dean of Research, Psychiatry Chair, and OBGYN Chair.
	HRCC members created a structural process which included the process of questioning the candidate as to their perspective and insight towards community needs.
	As a result, HRCC members began to create a scale of measurement for community engaged leadership.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Leadership Search Interviews & Evaluation	Following a successful hire, HRCC provided feedback as to how clinicians can better support vulnerable communities.
Re-assessing Community Needs	Within the reassessment of community needs for the year, there were various points that were brought forth. ICC and HRCC worked together to identify cross sector partnerships and methods of disseminating information about available resources to the community.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Norfolk State University (NSU) Collaboration	Partners from NSU were invited to EVMS to discuss research collaborations and HRCC engagement across institutions. These efforts would support a conference to include a cross collaboration with NSU to assist with obtaining community feedback as to how to better build the ONE school of public health.
Development of the Community-Engaged Research and Equity Initiative	Following this, the ICC and HRCC contributed to the submission of 2 grants, which included a proposal to Sentara's research affiliation to fund the Community-Engaged Research and Equity (CEREQ) initiative and Ed-Logic's app on health-literacy expansion in the Hampton Roads.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Development of the Community-Engaged Research and Equity Initiative	<p>CEREQ created infrastructure for community-engaged research, including supporting grant proposals, technical assistance for researchers seeking to incorporate community engagement in their work, and community-oriented research training.</p> <p>The health literacy proposal featured HRCC feedback on the Ed Logic's app content. HRCC members highlighted what content was useful for under-resourced communities and described how content may be more difficult to access for certain members.</p>



# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Development of the Community-Engaged Research and Equity Initiative	This data was used to support an application for the EdLogics grant. The \$3M proposal, submitted to the National Institutes of Health, represents an important step in developing a health literacy research focus in partnership with local industry.
Low-Income Housing Community Informed Conference	CEREQ hosted a conference to incorporate community partners, HRCC, ICC, and representatives of the National Institute of Health. This 2-day event had 110 attendees and panels that discussed: cancer, mental health, and community violence.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
Low-Income Housing Community Informed Conference	During this conference, HRCC members were able to ask questions and provide feedback as to the efficacy of processes with EVMS and the greater Hampton Roads community.
Identify Departmental Entity for HRCC feedback	<p>After the conference, several ICC members identified specific EVMS offices that could assist with the integration of HRCC to the greater EVMS community.</p> <p>For example, HRCC could be involved with onboarding and orientation within HR procedures. In addition, it was identified that a community engagement training program and certification should be developed to incentivize faculty engagement in the community and drive EVMS promotion policies.</p>

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
	ICC discussed leveraging the Community Engaged Learning department to catalog researchers and programs to identify pairings for community engagement.
Identify Departmental Entity for HRCC feedback	Throughout this process, different members from EVMS departments came to speak with the HRCC. In the workshops, HRCC members provided feedback on departmental processes and functions relating to community engagement.
Master's of Public Health (MPH) Orientation	HRCC members spoke during new student orientation for the incoming class of Fall 2023 Master of Public Health program. During this event, members discussed the importance of listening to community perspective and voices.

# CIHE ACCOMPLISHMENTS

Activity / Project	Details
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ENriche+ Networking Event	<p>On August 25, 2023 HRCC members met with NIH to discuss their concerns about federal funding and programs.</p> <p>This led to additional feedback on how communities can continue to integrate their voices into policies and practices in organizations.</p>
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## 04. CIHE WHAT'S NEXT?

CIHE's mission to engage and amplify community voices in research, clinical care, education, and administration at EVMS will continue.

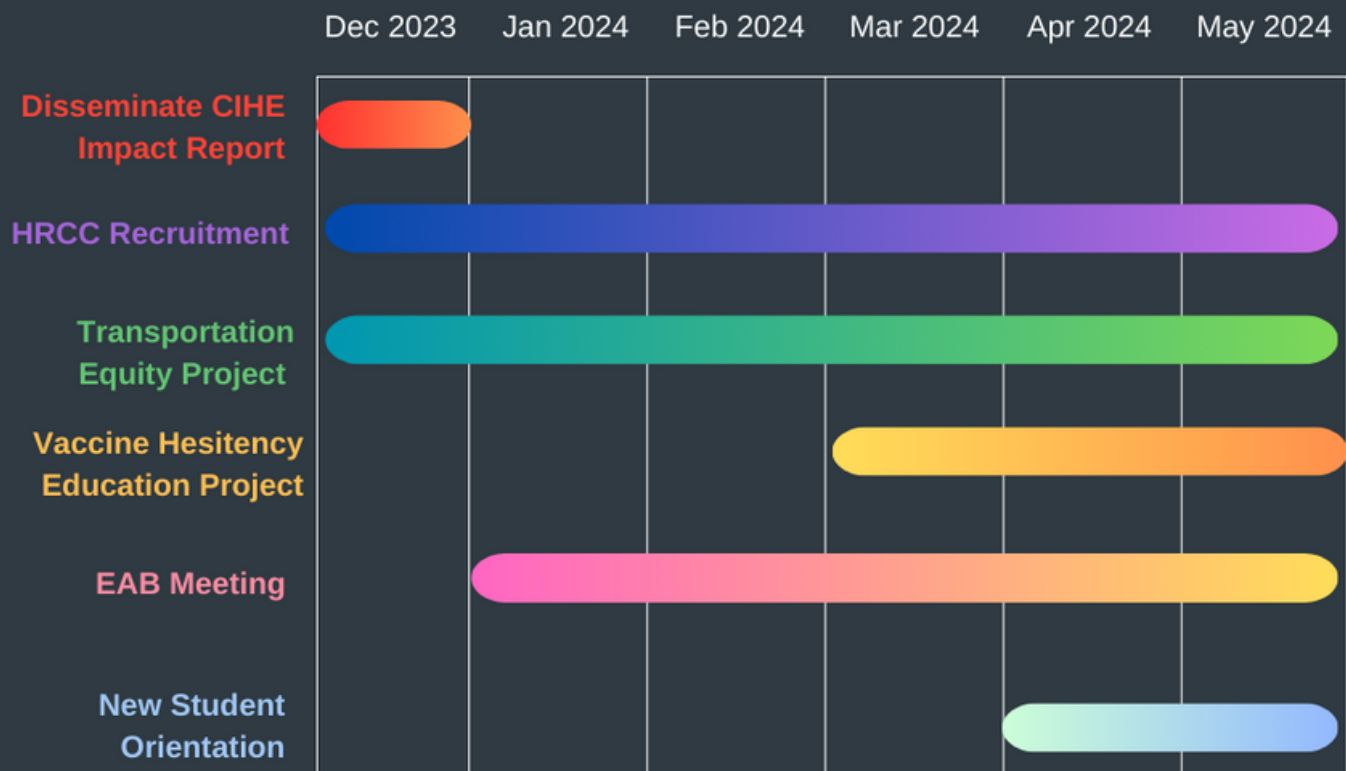
There were several approaches already related to community inclusion and health equity with the HRCC at EVMS. These approaches not only facilitated on-going discussions on better practices and policy implementation, but it also described power in the ability to listen to community feedback.

However, there are additional processes that need to further be operationalized for the remainder of 2023. It is projected that the EAB will meet during Spring 2024, ICC will meet 4-5 more times, and the HRCC will meet 10 more times.

As referenced by the CIHE 6-month plan below, HRCC members will have 5 projects that they will be working on. These projects include:

- Recruitment and training of 10 new members
- Transportation equity in Hampton Roads
- Vaccine hesitancy education amongst healthcare providers
- Meeting with the EAB
- New medical student orientation

# CIHE 6 MONTH PLAN



## 05. CONCLUSION

CIHE initiative has made great strides in furthering the dialogue of lay-feedback into EVMS policies and procedures. Although there are several steps that are needed to continue this process, it will benefit the institution and greater community to sustain its investment into appropriate trust-building and relationship-development.

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### Testimonials:

"I LOVE SEEING MY HRCC FAMILY THEY REALLY MAKE ME FEEL HAPPIER AND THE COOL PART IS THAT WE'RE ADDING TO CHANGES AT THE SAME TIME." - HRCC MEMBER

"AS A MEMBER OF THE HRCC I ALWAYS FEEL LIKE I AM HEARD AND BELONG TO A BIGGER COMMUNITY." - HRCC MEMBER

"SINCE I HAVE STARTED THIS COMMITTEE, I HAVE LEARNED SO MUCH ABOUT EVMS AND ALL THAT THEY DO FOR THE COMMUNITY." - HRCC MEMBER

## 06. ACKNOWLEDGEMENTS

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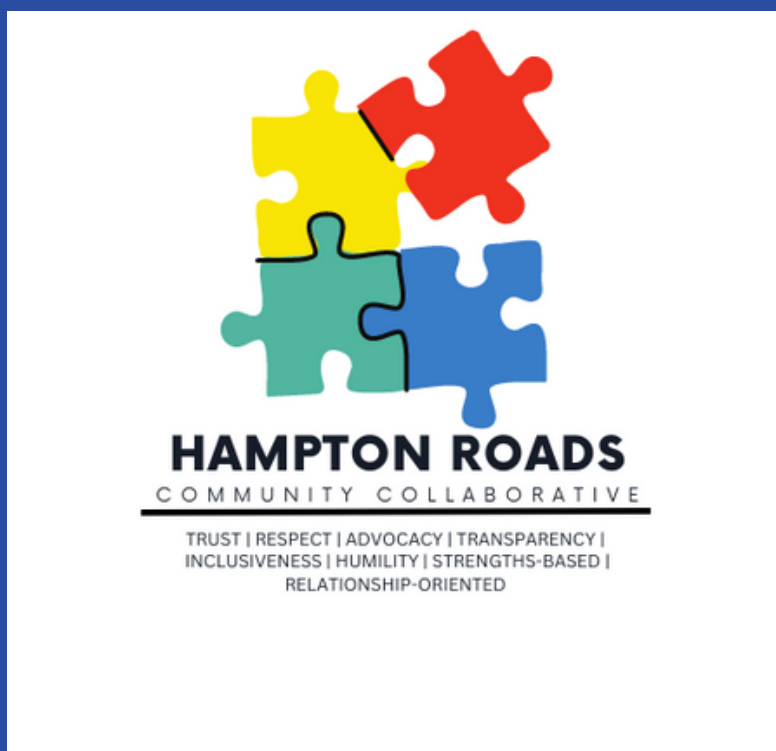
*We thank you for your continued support in our efforts to contribute to CIHE. If interested in further collaboration or information, please:*

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### CONTACT

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757-446-7267





## 07. APPENDIX: EAB

Group	Name	Bio
EAB	Malika Fair, MD, MPH, FACEP	Senior Director, Equity and Social Accountability, Association of American Medical Colleges (AAMC); Associate Clinical Professor, Emergency Medicine, The George Washington University School of Medicine and Health Sciences
EAB	Sarah Gehlert, PhD, MA, MSW	Dean, Chair and Ernest P. Larson Professor of Health, Ethnicity, and Poverty, Suzanne Dworak-Peck School of Social Work, University of Southern California
EAB	Darrell Hudson, PhD, MPH	Associate Professor and Faculty Chair of the MSW/MPH Program, Brown School, Washington University in St. Louis; affiliate Faculty, Departments of Psychiatry, Medical Education and Sociology, Washington University in St. Louis
EAB	Deborah Parra-Medina, PhD, MPH	Director, Latino Research Institute; Professor, Mexican American & Latina/o Studies, The University of Texas at Austin

## APPENDIX: EAB

Group	Name	Bio
EAB	Lainie Ross, MD, PhD	Carolyn and Matthew Bucksbaum Professor of Clinical Medical Ethics; Professor, Departments of Pediatrics, Medicine, Surgery, and the College; Associate Director, Maclean Center for Clinical Medical Ethics; Co-Director, Institute for Translational Medicine; University of Chicago
EAB	Robert Winn, MD	Director, Massey Cancer Center; Senior Associate Dean for Cancer Innovation, Professor, Pulmonary Disease and Critical Care Medicine, School of Medicine, Virginia Commonwealth University

# APPENDIX: LC

Group	Name	Bio
LC	Alfred Abuhamed, MD	President, Provost and Dean of the School of Medicine
LC	Brant M.Cox, MBA	Vice President and Chief Operating Officer
LC	Mekbib Gemed, EdD	Vice President for Diversity and Inclusion
LC	Vincent Rhodes, PhD, APR	Associate Vice President of Marketing and Communications
LC	Ronald Flenner, MD	Vice Dean for Academic Affairs
LC	Milton Brown, MD, PhD	Vice Dean for Research
LC	Brian Martin, PhD, MBA	Associate Dean for Administration, School of Health Professions
LC	Matthew Schenk	Executive Director of Human Resources

# APPENDIX: LC

Group	Name	Bio
LC	Elias S. Siraj, MD, Dr. Med, FACP, FACE	Associate Dean for Clinical Research
LC	Maryanne Gathambo, MPH	Director of Community Engaged Learning
LC	Kelli England, PhD	Director of Community Health and Research
LC	Soni Dodani, MBBS (MD), FCPS, MSc, PhD, FAHA	Director of EVMS Sentara Healthcare Analytics and Delivery Science Institute (HADSI)
LC	O. John Semmes, PhD	Director of Leroy T. Canoles Jr. Cancer Research Center
LC	Cynthia Romero, MD	Director of M. Foscue Brock Institute for Community and Global Health
LC	Ronald Flenner, MD	Vice Dean for Academic Affairs

# APPENDIX: ICC

Group	Name	Bio
ICC	Bruce Britton, MD	Clinical Learner Engagement
ICC	Josh Edwards, MPH	Medical Student Research
ICC	Amy Paulson, MPH	Consortium for Infant & Child Health (CINCH)
ICC	Glenn Yap, PhD, MBA, MS	Data and Analytics
ICC	Brynn Sheehan, PhD	EVMS Sentara Healthcare Analytics and Delivery Science Institute (HADSI)
ICC	Tanya Kearney, PhD, MPA	HIV/AIDS Resource Center
ICC	David Lieb, MD	Internal Medicine
ICC	Julius Nyalwidhe, PhD	Leroy T. Canoles Jr. Cancer Research Center
ICC	Matt Herman, MPH	M. Foscoe Brock Institute for Community and Global Health
ICC	Jane Glasgow, PhD	Minus 9 to 5

## APPENDIX: ICC

Group	Name	Bio
ICC	Robert Bernstein, MD	Internal Medicine
ICC	Alena Stewart, MD	Community-Engaged Learning
ICC	Bobby Booker, MA	CEREQ

## APPENDIX: HRCC

Group	Name	Bio
HRCC	Rosalene Savage-Barnes	Portsmouth resident with a passion for serving her community and feels connected to a universal truth of humanity.
HRCC	Cassandra Hammond	Chesapeake resident with an interest in seeing greater emphasis for community-wide youth programs.
HRCC	Senta Harris	Portsmouth resident who is passionate about learning more about barriers to healthcare.
HRCC	Shirley Larry	Virginia Beach resident with a background in social work. Enjoys engaging with different cultures and youth.
HRCC	Courtnea Edney	Hampton resident who is passionate about violence and crime awareness.

## APPENDIX: HRCC

Group	Name	Bio
HRCC	Robin Peterkin	Norfolk resident who is passionate about the well-being of youth.
HRCC	Missy Carter	Newport News resident who is passionate about mental health awareness.
HRCC	Malika Brown	Virginia Beach resident who is passionate about community engagement.
HRCC	Sheena Thompson	Hampton Roads Resident
HRCC	Doug Covington	Hampton Roads Resident
HRCC	Derek Lathan	Hampton Roads Resident