

# **EVMS Diversity & Inclusion**

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## EVMS Vision and Mission

We value creating and **fostering a diverse and cohesive faculty**, professional staff and student body as **the surest way to achieve our mission**. Adhering to the highest ethical standards, we will strive to **improve the health of our community and to be recognized as the most community oriented school of medicine and health professions in the U.S.**

# What is Diversity?

Diversity simply means the differences and similarities we share with others



# Diversity





*Scott E. Page*

- “Diverse groups of problem solvers — groups of people with diverse tools— consistently outperformed groups of the best and the brightest.
- If I formed two groups, one random (and therefore diverse ) and one consisting of the best individual performers, the first group almost always did better.
- In my model, diversity trumped ability.”

**Diversity creates performance advantages through the synergy of diverse ideas and people.**

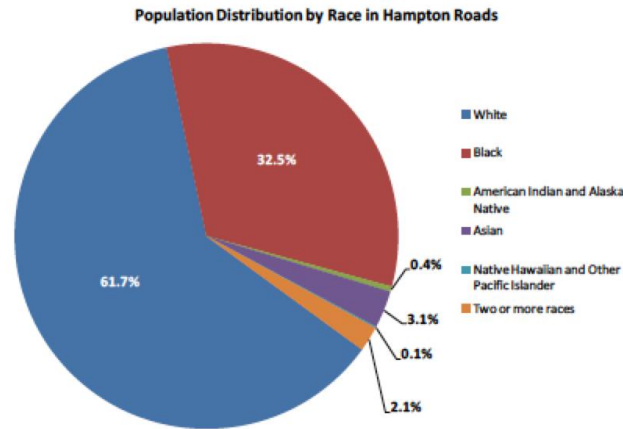
# Inclusion

- Diversity simply means the differences and similarities we bring to the table.
- Inclusion is valuing and leveraging diverse backgrounds, experiences, perspectives, and ideas to enhance the quality of education, produce innovative research and deliver care to a diverse community.

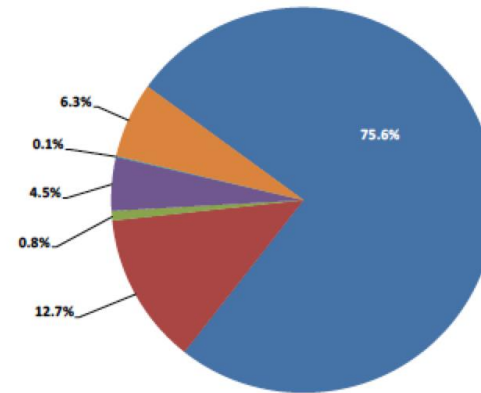
# Building on Unique Features of EVMS

- ❑ Established through a grass roots effort by the community of Hampton Roads.
- ❑ **EVMS strives to be the most-community oriented school of medicine and health professions in the nation.**
- ❑ A large percentage of the community that EVMS serves is composed of underserved populations significantly affected by health disparities.
- ❑ EVMS has significant strength and is uniquely positioned to expand intervention and research in health disparities.
- ❑ EVMS has an excellent record of training health professionals who stay to serve the local community.

# The Community



Population Distribution by Race in the United States



Source: U.S. Census Bureau

- The largest concentrations of Department of Defense (DoD) personnel in the United States, six percent of adults 25-64 are in the Armed Forces.
- Ten percent of households fall below the poverty line in Hampton Roads, equal to the statewide poverty rate of 10%.



# EVMS Diversity Statement

EVMS mission shaped by many considerations: the demographics of the surrounding communities, the significant presence of military personnel, retirees and their families, the rural and underserved communities of the Commonwealth of Virginia, and the broader national and global need to address gaps in the health workforce and the accessibility of health care.

**EVMS embraces diversity broadly defined, but places a special emphasis on recruitment of women, traditionally underrepresented minorities in medicine and the health professions (African Americans, Latinos, American Indians and Native Alaskans, and Native Hawaiians and Pacific Islanders), veterans and individuals who come from socioeconomically disadvantaged backgrounds.** Acknowledging that diversity is a fluid and evolving concept, we will continually strive to be inclusive of individuals and groups in the broadest possible manner.

# Faculty Diversity at EVMS

School Identified Diversity Categories	FT Basic Science Faculty		FT Clinical Science Faculty	
	2014-15		2014-15	
	#	%	#	%
<b>Under Represented Minorities</b>	2	3.7	29	13.6
<b>Females</b>	23	42.6	106	49.7
<b>Veterans</b>	3	5.5	18	8.5
<b>Total</b>	54		213	

# EVMS Diversity & Inclusion

## Advancing Diversity, Inclusion and Health Equity

- Education
- Patient Care
- Research
- Community Engagement

# Education

- Pipeline
  - K-12
  - Premed
    - Mentoring and advisement
    - Summer Scholars Program
- Medical Education
  - Social Determinants of Health Curriculum
  - Unconscious Bias
- Building a diverse Pool of Academic Physicians

# Education and Training

## Unconscious/Implicit Bias

- ❑ Bias is hardwired into the human brain as an instinctive survival mechanism to distinguish “friend” from “foe.”
- ❑ We all have bias.
- ❑ Our backgrounds and experiences create the lens through which we see the world.
- ❑ Our admissions, student teaching and advisement, faculty recruitment and promotion processes can be riddled with bias.
- ❑ Being busy and distracted guarantees that we make unconscious decisions.
- ❑ We can mitigate unconscious bias by recognizing and accepting that we do have bias, reflecting on our biases and blind spots and addressing biases and microaggressions.

# Unconscious Bias Training

- Required training for all Staff and Faculty:  
1336 faculty and staff and 256 residents took the training
- Workshop for Council of Chairs and Board of Visitors
- Workshop for Admissions Committee, Course Directors and Faculty engaged in teaching and selecting residents

## LGBTQ Training



**Safe Zone training initiative** was established to ensure inclusion of LGBTQ students, staff and faculty. Over 40 faculty and staff trained.

**Transgender Patient Care:** Workshops for in service staff and faculty.

## **Faculty Development: In collaboration with Office of Faculty Affairs and Professional Development**

- AAMC Minority Faculty Development Program**
- Holistic Review**
- Work Life Balance**
- Developing a successful Community Engaged Research**



## Assessing Climate

**AAMC Diversity Engagement Survey conducted and 981 responses received.**

- The benchmarked responses placed EVMS in the top third of 14 peer medical schools which participated in the Survey on measures that included alignment with institutional mission, and sense of belonging and recognition.

## **Expanding Opportunities for Research and Education**

- Rural Maternal Infant Health Elective in Southampton developed in OBGYN Clerkship
- Rural Psychiatry Elective in Eastern Shore in development
- Research opportunities with the NIH on health disparities research, in development
- Ultrasound training for OBGYN physicians and midwives in Ethiopia, in development

# Advancing Community Engagement and Social Justice

- Martin Luther King, Jr. Community Leaders Breakfast
- Leadership and Social Justice Speaker Series
  - Sister Rita Thomas, former CEO of Bon Secours, who led the first hospital in Virginia to desegregate care for African Americans in the 1960s
  - **The Honorable Louis Sullivan, MD**, secretary of the U.S. Department of Health and Human Services (HHS)  
*The Long Journey to Health Equity*
  - **Harriet Washington**  
Award-Winning Medical Ethicist and Writer  
*Ethics, Ebola and History*
  - **Robert Fullilove, EdD**  
Associate Dean for Community and Minority Affairs Professor of Sociomedical Sciences  
Columbia University Medical Center  
*Crime, Policing, Punishment, and Prisons: The Public Health Perspective*



- ❑ Training and professional development needs related to serving diverse patients, mentoring diverse students or engaging in health disparities research?
- ❑ Engaging with the community?
- ❑ Engaging in advancing diversity and Inclusion at EVMS?
- ❑ Engaging in pipeline programs mentoring K-12 and premed students?
- ❑ Developing or engaging in social justice and health equity initiatives?

**Let us know how we can help you?**

**Thank You**  
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