INCLUSIVE excellence

THE UNIVERSITY OF ARIZONA COLLEGE OF MEDICINE PHOENIX
Diversity & Inclusion
The purpose of this report is to give readers insight into the Office of Diversity and Inclusion’s mission, vision and a summation of our office’s achievements to date.

The Office of Diversity and Inclusion began as a shared role between two deans as co-directors and one staff in September 2014. Today, we are a staff of five, including a full-time associate dean of diversity and inclusion. Together, we are moving forward in implementing the core values of the College of Medicine – Phoenix: Collaboration, Community, Diversity, Excellence, Innovation, Integrity and Servant Leadership. The Office of Diversity and Inclusion continues the legacy that is strongly woven into the fabric of all we do as students, staff, faculty, residents, fellows, post-docs and administrators and how we interface with our community, state and society as a whole.

Diversity is tied to excellence, and we strive to promote a culture of Inclusive Excellence. Inclusive Excellence means harnessing the unique qualities, talents and differences of all individuals. We strive to engage all individuals to encourage them to bring forth their authentic identities to ensure that we achieve excellence in our mission at the College of Medicine – Phoenix. Our diversity and inclusion team members are activators and facilitators. We provide resources that will guide the process of embedding diversity and inclusion not only in all of our mission areas; but will also ensure every individual within the College assumes responsibility for change. By adopting this model, the College of Medicine – Phoenix will continue to transform our academic medical institution into an exciting community that surrounds itself with diversity and inclusion in multiple ways.

Diversity is more than recognizing our differences and acknowledging them; it is the exploration of these differences in a safe, positive and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual. We look forward to traveling this journey with everyone.

Guy L. Reed, MD, MS  Dean
Francisco Lucio, JD  Associate Dean, Diversity & Inclusion
Sonji Muhammad, MA  Assistant Director, Diversity & Inclusion
MISSION STATEMENT
We believe in fostering a culture of Inclusive Excellence, where all identities and differences including, but not limited to, race, ethnicity, gender identity/expression, sex, sexual orientation, age, religion, language, abilities/disabilities, socioeconomic status, educational backgrounds and geographic region are embraced and valued. A culture of Inclusive Excellence creates role models, broadens perspectives, combats negative stereotyping and optimizes our ability to provide world-class health care for all.

INCLUSIVE EXCELLENCE STATEMENT
Through Inclusive Excellence, the University of Arizona College of Medicine – Phoenix champions diversity and inclusion as core values central to its mission, which is a commitment of the University of Arizona. Inclusive Excellence is the intentional driver of diversity and inclusion, which harnesses the differences, talents and unique qualities of all individuals at the College of Medicine – Phoenix. Inclusive Excellence engages the individual and system in practices that advance diversity in all that we do. Inclusive Excellence is inextricably linked to our pursuit of excellence in our research, clinical and educational missions to meet the needs of the students, faculty, residents, fellows, staff and the communities we serve.

Moreover, through Inclusive Excellence, the College of Medicine – Phoenix is committed to mitigating health disparities, especially for marginalized groups and vulnerable populations, through its missions, in order to improve community health outcomes particularly in rural, inner-city and medically underserved areas.

VISION STATEMENT
Inclusive Excellence in Health Care
## EVENT SNAPSHOT

### Education and Training

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>400+ Brown Bags</td>
<td></td>
<td>Participated in MEdSafeZone</td>
</tr>
<tr>
<td>718 Every Day Bias</td>
<td></td>
<td>Participated in Every Day Bias for the Health Professions</td>
</tr>
<tr>
<td>185 Microaggressions</td>
<td></td>
<td>Participated in Microaggressions Education Sessions</td>
</tr>
<tr>
<td>1,300+ Total Participants</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Campus Diversity Events

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Number</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown Bags</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Special Events</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Annual HealthWeeks</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Attendees</td>
<td>1,054</td>
<td></td>
</tr>
</tbody>
</table>

## Diversity & Inclusion Goals

### Building a Vision

**Increase community building activities** for students, residents, fellows, faculty and staff and increase engagement with the **greater Phoenix community**

**Assist students, residents, fellows, faculty and staff to develop and achieve career success**

**Increase the number of medical students, faculty and residents under our dimensions of diversity** to more closely achieve parity with the population of Arizona

**Increase diversity and inclusion education and training** across the educational continuum

**Support research that advances Inclusive Excellence in health care**

---

Office of Diversity & Inclusion / Introduction
Summary
Building a community that embodies Inclusive Excellence takes into account all members, including students, residents, faculty, staff, affiliate partners, leaders and greater Phoenix stakeholders. Continued nurturing of the community is necessary to help individuals feel welcomed, respected and valued. By fostering these important relationships, it is possible to tap all of the talents that individuals bring to the UA College of Medicine – Phoenix.

Strategy
Increase engagement with the greater Phoenix community by offering a robust menu of diversity and education trainings and partnering with local organizations to advance critical dialogue and impactful subject matter. We are honored to join our Engagement Partners in working toward these goals.

- Arizona Department of Health Services
- Arizona Diversity Council on Health Summit
- Arizona Latino Medical Association
- Arizona Society of Black Physicians
- Chicanos Por La Causa
- Diversity Leadership Alliance
- Health Improvement Partnership of Maricopa County (HIPMC)
- Asian Corporate and Entrepreneurial Leaders
- Pascua Yaqui Tribe
- State of Black Arizona Education
- United Way Valley of the Sun
- And more

COMMUNITY Engagement
100+ HOURS of community engagement
Annually since 2015, medical student organizations and the Office of Diversity and Inclusion have held a weeklong discovery series that focuses on health issues facing diverse communities. HealthWeek consists of daily sessions that offer unique perspectives on how different cultures and communities access and navigate today’s health care system.

These free sessions are hosted on the Phoenix Biomedical Campus and are open to all students, faculty and staff, as well as college premedical students, colleagues and community members.

The week provides an opportunity for the school to show how celebrating our differences can actually help bring people together. By fostering this kind of environment, we can go beyond simple acceptance of diverse individuals to really learn about the backstories and day-to-day lives of those who make up our fellow students, mentors, staff and patients.

"At the College of Medicine–Phoenix, we endeavor to improve the health of Arizonans through education research and clinical care," said UA College of Medicine–Phoenix Dean Guy L. Reed, MD, MS. Students, faculty, staff and community members have consistently expressed appreciation for the valuable insights that were shared during HealthWeek and how much they look forward to the event each year.

HealthWeek participants learn about health disparities facing our community and develop a better understanding of ongoing efforts to address or reduce these disparities through education, early intervention and the application of research programs.

Sessions have featured topics related to Refugee Health, and Physician Panels on Latino, African-American/Black, Native American, Asian-American, and LGBTQ+ health. Additional sessions have highlighted the work of women physician-scientists and patient-focused instruction like Patients with Limited Mobility. Participants leave with a renewed sense of community commitment and inspiration.
Summary

The benefits of diversity have been widely researched, and the results were conclusive. Not only were diverse groups better at solving complex problems, they were also more productive, creative and innovative when compared to homogeneous groups. An additional benefit of diversity has been demonstrated for learners, especially in the medical school educational setting. A more diverse student body experience has been shown to improve the learning environment and enhance the educational experience of all students.

Creating a diverse climate

“To best accomplish our goals to improve health for Arizona’s diverse citizenry, we build upon the synergy and creativity that comes from a diverse faculty, residents, staff and students,” explains UA College of Medicine – Phoenix Dean Guy L. Reed, MD, MS. Collaboration among the Department of Admissions and Recruitment, Wellness and the Pathway Scholars Program is instrumental in increasing community-building activities for students, residents, faculty and staff, enhancing the Inclusive Excellence culture of UA College of Medicine – Phoenix.

Students, faculty and staff serve on the Diversity Committee as a resource on matters of diversity, inclusion and equity. The committee explores current diversity efforts and advocates in furthering the college’s goal of creating a diverse and inclusive climate at the College of Medicine – Phoenix. In addition, members are charged with aligning institutional efforts, identifying areas of need and proposing policies in the areas of education/curriculum content; community building; outreach and recruitment for students, faculty, residents and staff; career development and research.
Second Look Breakfast
Second Look is an event for accepted medical students. The Office of Admissions and Recruitment invites accepted medical students back to campus for a more in-depth tour, information sessions on the curriculum, student opportunities and to meet fellow accepted students. The Office of Diversity and Inclusion welcomes the opportunity to have breakfast with the accepted students to share information about the mission and the variety of ways in which we support and engage students.

Pathway Scholars Luncheon
The Pathway Scholars Program is designed for Arizona residents who have experienced unique or greater than average challenges in preparing to become competitive medical school applicants. The Office of Diversity and Inclusion hosts a luncheon for students accepted into the program.

Welcome Back Breakfast
The Office of Diversity and Inclusion hosts a breakfast to welcome both new and returning students, faculty and staff to the College of Medicine – Phoenix. The Welcome Back Breakfast promotes friendship and collaboration across the campus.
Traditional Native American Blessing
The College of Medicine – Phoenix held its first Traditional Blessing Ceremony which recognizes incoming Native American/Alaskan Native students entering the doctor of medicine and the Pathway Scholars Programs.

Orientation Retreat
The Office of Diversity and Inclusion joined Wellness, Student Affairs, the Professional Resource Office and faculty in welcoming new students during an orientation held in Northern Arizona.

Women in Medicine and Science 1st Annual Spring Dinner
Sponsored by the Office of Diversity and Inclusion, the Women in Medicine and Science (WIMS) Group at the College of Medicine – Phoenix hosted a spring dinner. The event provided an opportunity for attendees to network and learn strategies and solutions related to communication. The college was pleased to have Jill Goldsmith, JD, LAC, NCC as a special guest.

SNMA Chapter Arrives at College of Medicine – Phoenix
The Student National Medical Association is dedicated to increasing the number of African-American, Latino and other students of color entering and completing medical school and to assisting in the eradication of racial and ethnic health disparities.

The Latino Medical Student Association West Annual Executive Board Leadership Retreat
The Latino Medical Student Association West leadership retreat brings together medical students throughout the western states to discuss policy, mentoring and fundraising development. Hosted by the College of Medicine – Phoenix, this was the first time it was held in Arizona.

Dr. Martin Luther King, Jr. March
Annually, the College of Medicine – Phoenix faculty, students and staff join the Phoenix community in commemorating the birthday of Dr. King by marching in the parade.

Academic Medicine Career Development Southwest Regional Conference (BNGAP)
The regional conference was hosted at the College of Medicine – Phoenix for the first time. The conference is part of the college’s strategic efforts to help increase diversity amongst the faculty by introducing the academic physician career track to students, residents and fellows from groups underrepresented in medicine, LGBTQ+, rural backgrounds and other groups.

LGBTQ+ Pride Festival
2017 was the first year the College of Medicine – Phoenix and the LGBTQ+ Students in Medicine exhibited at the Phoenix Pride Festival. Students engaged with thousands of attendees discussing preventative and sexual health topics.
“As I continue to advance in my medical education, I witness time after time the importance of diversity. I am on a path to serve not the disease of the individual, but the individual themselves. In order to best provide care, I need to understand their story. I believe that the more stories, values, norms and cultures I become familiar with, the more I’ll be able to care for others. I am on a path to become the best physician leader I can possibly be, and diversity plays a crucial role in my journey.”

NANCY LOPEZ
Class of 2020
Summary
Faculty and research diversity challenges stale ways of thinking and brings valuable viewpoints in scientific work that benefits all communities. We support research that advances Inclusive Excellence in health care by providing Diversity, Equity and Inclusive Excellence and Innovation Research Grants. The Diversity and Inclusion Innovation Fund supports educational projects, scholarly research, creative activities, outreach and other initiatives that promote diversity, inclusion and equity for the benefit of the Phoenix community.

Grants Awarded
• Allies for Sexual Minorities: Prevention of Self-Harm & Suicide—Cindi Standley, PhD, and Rebecca Fisher, PhD (2015-2016)
• Diversity and Inclusion Awareness Embedded in the Training of Faculty Assessment and Student Evaluation—Christine Savi, PhD, and Nicole Pitre, MPA (2015-2016)
• Narrative Medicine’s “Book Club for Diversity & Inclusion,” and “Georgia G. Hall Medicine & Film Series”—Jennifer Hartmark-Hill, MD, FAAFP, Kathleen Carlson, MLS, D-AHIP, (2016-2017)
• Collaborate to Learn: Empowering Stakeholders to Cultivate an LGBTQ-Focused Learning Activity—Amy Ludwig, MEd (2017-2018)

$14,000
Funding awarded to date

$12,500
Faculty

$1,500
Students

Faculty
42%
Women

UNDERREPRESENTED
Faculty
9%
Women in Medicine and Science

The Women in Medicine and Science group is dedicated to the recruitment, advancement and retention of all women faculty members, at all ranks, in the College of Medicine – Phoenix. To achieve this goal, Women in Medicine and Science organizes events designed to promote mentorship, networking, career development and work-life balance, as well as to enhance leadership skills.

Rayna Gonzales, PhD, associate professor in the department of Basic Medical Science, captured the importance of diversity in medicine and science when she said, "A more welcoming health care environment for the community around us begins with diversity among our leaders, mentors and educators all working to train the next generation of health professionals and research scientists."
“Diversity is the embodiment of how uniquely different, yet similar, we are as individuals. It is the art of appreciating the traditions, beliefs, ideologies and backgrounds of those around us. In medicine, we will inevitably have lifelong interactions with individuals from all walks of life, and we as students have a special opportunity here to integrate this inclusive practice that will have significant impact on the well-being of those we serve. Here at the College of Medicine – Phoenix, we have access to incredible resources that focus on diversity. Personally, working with the Diversity and Inclusion Team throughout my time on campus, I can say with confidence that our program and its faculty are pioneering a unique focus on diversity that effortlessly incorporates into our curriculum — one that will fully prepare us as medical professionals.”

DANIEL XIE
Class of 2020