



# 2020 Diversity and Inclusion Awards

Presented by the OHSU Center  
for Diversity and Inclusion

## The OHSU Center for Diversity and Inclusion 2020 Diversity and Inclusion Awards

February 2021

For several years, the OHSU Center for Diversity and Inclusion (CDI) has amplified the individual and team efforts required to advance diversity, equity and inclusion at OHSU through the Diversity and Inclusion Awards.

CDI launched the nominations process for the 2020 awards a year ago in mid-February, with plans for a late spring awards ceremony. Less than a month later, the COVID-19 pandemic pushed OHSU into modified operations. Less than four months later, George Floyd was killed.

In so many ways, the year 2020 became a mirror for our country. The pandemic laid bare the disproportionate burden of illness and death too long borne by communities of color. The deaths at the hands of police of George Floyd, Breonna Taylor and too many others trumpeted that racism is a public health crisis. And at OHSU, it became clear that it will take ALL of us to change our climate, change our thinking, change our actions, to become an anti-racist institution.

It is fitting then that for 2020, rather than celebrating a few, we must recognize all who were nominated with a Diversity and Inclusion Award. Right now, more than anything, we need examples of how to do this work and do it well. Each one of these people, each of these teams, deserves our praise and our attention as we forge our path to realize our ideals, even as these are only a few examples of the important efforts happening at OHSU.

Thank you to all who nominated individuals and teams for recognition. Nominees who are still at OHSU are recognized here.

Congratulations to the awardees!

Derick Du Vivier, M.D., M.B.A.  
Senior Vice President  
OHSU Diversity, Equity and Inclusion





**Trisha Chau, M.D. Class of 2023**

**Outstanding Student**

As the OHSU School of Medicine representative for the Latino Medical Student Association (LMSA), Ms. Chau went beyond just representing OHSU at conferences. She fostered collaborations between schools and implemented ideas she learned from other schools. As OHSU co-community outreach chair for the Student National Medical Association (SNMA), she built a long-term partnership with the Immigrant & Refugee Community Organization (IRCO) by recruiting volunteers for their events.

In April 2020, Ms. Chau organized her first LMSA event, Noche de Padres, for Latino parents to learn the steps their pre-medical student children must take to get into medical school. While the event was canceled due to the pandemic, it became an important model for future efforts.

Through SNMA, she worked with the pre-medical coordinator on a virtual question-and-answer for Oregon about medical school applications. Ms. Chau has worked tirelessly to recruit and support other under-represented students, including hosting a regional LMSA Facebook Live event about well-being and self-care while in medical school and meeting with pre-medical interviewees of color.

Ms. Chau was elected co-vice president of scholarship for LMSA-West. She is working to expand scholarships for medical students and internships for pre-medical students, advertising high school scholarships for Latino students in 11 states, and creating a centralized scholarship database for Latino medical students. She has also taken on additional LMSA leadership roles.

She focuses on self-improvement, including practicing foreign languages because she understands the fear a patient has when the doctor cannot speak their language. She identifies with and is drawn to opportunities to interact with people who have endured struggles because of their race or ethnicity.



**Tamara Goldsmith, Risk Analyst,  
OHSU Risk Management**

**Outstanding Individual**

Ms. Goldsmith supports diversity, equity and inclusion by bringing her positive outlook to everything she does.

Over her years at OHSU, she has served on OHSU Pride, the Veterans Employee Resource Group and various diversity and inclusion groups as a volunteer and a leader. Initiatives related to diversity, equity and inclusion require sincere efforts by employees and students who are willing to champion the causes.

Ms. Goldsmith was an early participant in the unconscious bias trainings and served as an inclusion ambassador. When she takes on a planning role, she does it with her whole heart.

For instance, while on the Veteran's Employee Resource Group (VERG), she participated in a project to acknowledge OHSU members who have served in the armed forces, with a timely roll out on Veteran's Day.

The VERG also offered limited-edition badge pulls for OHSU members who have served in the military. Through all of these efforts, she kept our office informed, which made us feel included.

Ms. Goldsmith is passionate about diversity and inclusion and also seeks out further opportunities for education, viewing it as part of her job to bring back what she learns. She regularly shares updates at our staff meetings and has become a trusted resource.



**Raina Croff, Ph.D., Assistant Professor,  
Department of Neurology**

**Outstanding Faculty**

Dr. Croff (pictured, fourth from left) co-founded and co-chairs the Department of Neurology Diversity, Equity, and Inclusion Committee. She is using innovative strategies in her research on aging and dementia to recruit more diverse research participants and improve engagement among underserved groups. She increased the diversity of speakers at grand rounds and research subjects in her work. She promotes diversity and inclusion in every aspect of her work, including mentoring students and trainees.

Dr. Croff partnered with the PreSERVE Coalition for African American Memory and Brain Health to understand and address the cognitive impacts of gentrification on older Black adults in changing neighborhoods.

She launched the SHARP study, Sharing History through Active Reminiscence and Photo-Imagery, funded by the Centers for Disease Control and Prevention and later the National Alzheimer's Association and the National Institute on Aging. The study showed a combination of vigorous walks and active reminiscence correlated with more energy, improved mood and modest improvement in cognitive assessments, particularly among older adults with mild cognitive impairment.

She has published papers and presented at local, regional, national and international conferences, including on the topics of how to incorporate/recruit African Americans in research and healthcare service disparities for American Indians.

In addition, she wrote a book about an OHSU patient's experience with a disability that includes guidelines for sensitive and respectful care.



**Casey Seideman, M.D.,  
Assistant Professor, Department of Urology**

**Outstanding Faculty**



Dr. Seideman is committed to increasing the support network and visibility for women in urology. Urology is historically a male-dominated surgical specialty. Through mentoring medical students and residents, she has joined colleagues to create a community of inclusion in this department.

Dr. Seideman and colleague Geolani Dy, M.D., assistant professor of urology, teamed up with Shannon Cannon, M.D., a fellow in pediatric urology at Seattle Children's Hospital and the University of Washington, to form Urologists for Equity, a national group.

Dr. Seideman started an informal mentorship gathering for the women in urology with quarterly get-togethers, providing crucial support and mentorship. She attended the Harvard Women in Medicine leadership course. With these new skills, she has developed a presence on Twitter, aiming to uplift women in urology and surgical specialties.

Dr. Seideman led a medical student group of the Association of Women Surgeons through an introduction to urology and robotic surgery workgroup. She had three female medical students ask to shadow her in the operating room to learn more about urology after this event. Her current research is looking at the perception of gender equity in pediatric urology.

She aims to make urology a female-friendly specialty. This year, the Department of Urology matched its first-ever all female class.

**Donn Spight, M.D.,  
Professor, Department of Surgery**

**Outstanding Faculty**



Dr. Spight (pictured on the left with Kevin Turner, M.D. Class of 2018) launched the Second Look program for surgery residency applicants in 2018. Prospective trainees who identify with groups under-represented in medicine are invited to OHSU for a “second look” at whether OHSU feels like the right choice for them. Faculty and trainees of color meet with the prospective trainees, and they learn about diversity, equity and inclusion efforts and resources on campus.

In 2018 Dr. Spight’s efforts and the Second Look program helped increase the number of surgery residency applicants from under-represented groups from 219 to 302, the number of interviews from 17 to 44, and the number of accepted residents from one to seven. This growth in interest in OHSU persists today; the number of under-represented residents in the Department of Surgery is a West Coast model. OHSU School of Medicine Graduate Medical Education adopted the Second Look program as a model in 2019.

Dr. Spight chaired the department’s Diversity Committee from 2014-2020. Under his leadership, the committee developed a model for displaying the portraits of prior chairs that honored past leaders while also reflecting the department’s growing diversity.

The American College of Surgeons wrote up the approach as a best practice.

Dr. Spight has served as a Diversity Navigator in the School of Medicine M.D. program since 2019. He also participates in numerous equity-focused committees and task forces at the local and national level. Dr. Spight serves as the board chair of the North by Northeast Community Health Clinic in Portland and has worked to grow the relationship between OHSU and this vital community-based organization.

As medical director of OHSU Simulation, Dr. Spight is working to align all aspects of the organization with the university-wide anti-racist agenda. He leads by example; he is a mentor to students and a guide to colleagues.



# Knight Gender Equity Lunch-n-Learn Program

Rebecca Ruhl, senior research assistant and lab manager  
Joseph Easley, research assistant 2  
Elaine Huang, research assistant 2 and lab manager  
Cristina Tognon, Ph.D., scientific director, Druker Lab  
Andre Walcott, Ph.D., scientific program management scholar in the Knight Cancer Institute  
Ian Jaquiss, J.D., interim coordinator, Americans with Disabilities Act, AAEO  
(Pictured left to right)

## Outstanding Team



In 2019 Ms. Ruhl and partners created the first-ever Knight employee resource group, specifically focused on increasing gender equity within the Knight Cancer Institute.

The Knight Gender Equity Lunch-n-Learn group holds a monthly, hour-long lunchtime session focused on a different topic. The sessions include education, discussion, sharing, and action planning.

Topics have included:

- Work/life balance (panel including Dr. Brian Druker)
- Culture change - OHSU Climate Survey (in collaboration with Laura Stadum and AAEO)
- Preferred pronouns and the Transgender Health Program (with Amy Penkin)
- Sexual harassment and workplace discrimination (with Whitney Button and AAEO)
- Microaggressions (with Leslie Garcia)
- Men as allies
- Pay equity

The Gender Equity Lunch-n-Learn regularly has 50 or more attendees, making it one of the most popular events offered at the Knight. The program received a Knight Life Grant for improving the work environment at the Knight, providing funding to pay for lunch every month.

Because these sessions are so popular, they have become a resource for Dr. Druker and other members of the Knight leadership team to turn to for ideas and information dissemination. They are very much seen as a representative voice of employees who care about issues of equity and diversity for OHSU.

After each Lunch-n-Learn, Ms. Ruhl and team send a summary and recommended actions to the Knight leadership team. Some have come to fruition. For example, after a discussion about the OHSU Climate Survey, the group recommended more prominent display and advertisement of the Respect for All flowchart. The Knight subsequently hung up posters and included that resource in the new-hire onboarding.

Probably the biggest impact, however, has been the increasing feeling that the Knight cares about gender equity, and diversity, equity, and inclusion. By creating a forum and a space for talking about these issues, Ms. Ruhl and her team have developed a more open and welcoming environment at the Knight, a broader level of awareness and understanding, and hope for the future.



# Novel Interventions in Children's Healthcare (NICH)

Catlin Dennis, Program Manager  
Michael Harris, Ph.D., Co-Developer  
Kim Spiro, Ph.D., Co-Developer

## Outstanding Team

# NICH

Novel Interventions in Children's Healthcare



NICH supports Oregon's most vulnerable youth and their families, serving children birth to 18 with complex and/or chronic health conditions and whose families have limited resources and significant social stressors. An interventionist is assigned and available to the patient and family 24/7 for at least one year.

NICH is rooted in cultural humility. Nearly half of NICH patients identify with a race or ethnicity other than white/non-Hispanic. Many families have experienced intergenerational trauma and racism. Some have experienced displacement due to gentrification and/or houselessness. Few own their home. Portland's history of redlining, employment prejudice, education inequities and mass incarceration has had lasting impacts on our families.

While NICH was designed by pediatric and family psychology experts, the NICH model also employs public health and social justice theories. NICH leads with the concept of equity as opposed to equality and recognizes the systemic oppression that marginalized communities face, especially in health care. The staff gets to know patients in their homes and communities in order to tailor equitable interventions. NICH staff also provide patients and families with the skills and knowledge to advocate for themselves.

NICH is committed to fostering a diverse team. In the past eight years, they have shifted from a predominantly white staff and leadership, to a team diverse in age, gender identity, race, ethnicity, and sexual orientation. One strategy has been not requiring a master's degree or specific major in college, recognizing that lived experience can often matter more than a particular degree.

NICH also onboards and trains a diverse group of employees, interns, medical students, and trainees. They are exposed to the NICH model which is empirically supported, and grounded in social justice theory and system-level interventions. These students and employees have then gone on to excel in their programs, and become the next wave of healthcare leaders.

# TIDE: Team for Inclusion, Diversity and Equity Oregon Institute of Occupational Health Sciences

Jen Prissel, Associate Director, Administration  
Nicole Bowles, Ph.D., Assistant Professor  
(Pictured left to right)

## Outstanding Team



The Oregon Institute of Occupational Health Sciences' Team for Inclusion, Diversity and Equity (TIDE) has taken a holistic approach to providing access to OHSU resources and lectures, materials for both independent reading and as a starting point for group discussion. These include:

- TIDE-Y corner bookshelf in the outreach/commons area
- Bulletin board promoting Center for Diversity and Inclusion and related events
- Monthly meeting of 25+ active Occupational Health Sciences members working on thoughtful hiring, retention and healthy workforce

Since its inception in 2019, attendance has increased from 12 to 20+ for each session. There has been open and constructive discussion about 'white fragility' and 'talking about politics in the workplace' and plans for more.

Dr. Bowles and Ms. Prissel each spend about 10 hours a month between TIDE meetings, events, trainings and planning. Their time is supported by institute Director Steven Shea, Ph.D., who recognizes the importance of improving diversity and inclusion within the institute for employees' well-being.





# OHSU Patient Blood Management Program (PBM)

April Ching, Program Coordinator  
Jeffrey Wagner, DNP, APRN, NP-C, FNP-BC, Program Manager  
(Pictured left to right)

## Outstanding Community Partner



Jehovah's Witnesses are an underserved religious community regarding their health care and need for confidence that hospitals will honor their wishes to refuse blood transfusions. Jehovah's Witnesses also want to know that their providers fully understand and use all of the latest medications and procedures to preserve their hemostasis.

The OHSU Patient Blood Management service is a nationally recognized model for coordination of bloodless surgery and medicine and has earned the trust of the greater Portland area Jehovah's Witness community. Jehovah's Witnesses refuse transfusion of whole blood and all primary blood components. They also refuse autologous storage of their own blood. However, decisions of conscience regarding acceptance or refusal of specific alternatives to transfusion are left to the individual member.

Unfortunately, many Jehovah's Witnesses are not aware of the details of these alternatives and may often be faced with these decisions immediately before surgery or other health interventions.

OHSU Patient Blood Management meets patients 'where they are' in this decision-making process. In addition to bedside consultations with patients, OHSU (PBM) staff use innovative interventions to prepare Jehovah's Witness community members and patients for these decisions. In 2019, OHSU PBM staff began providing quarterly community outreach workshops to discuss the latest alternatives to blood transfusions.

These are thoughtfully scheduled on Saturdays and weekday evenings when religious community members are more likely available.

The PBM staff, along with OHSU Interpretation Services, also started providing workshops in Spanish. The first known session in the greater Portland area was held at OHSU Jan. 25, 2020 and was well attended. When COVID-19 hit, the PBM team started providing online community outreach presentations.

OHSU Patient Blood Management empowers Jehovah's Witness patients to have a voice and clear decisions in this crucial aspect of their health care. The measurable outcome of these efforts is the percentage of English and Spanish-speaking Jehovah's Witness patients who present advance directives and durable power of attorney for health care documents and those who include their decisions regarding alternatives to transfusion. The impact is that more Jehovah's Witnesses are prepared for health care and hospital admissions with decisions for alternatives to transfusion already considered.



# On Track OHSU!

Susan Shugerman, M.F.A., Ed.D., Assistant Vice Provost, Education Outreach and Collaboration  
Katie Lenahan, M.P.H., On Track Director  
(Pictured left to right)

## Outstanding Community Partner



Created in 2013, On Track OHSU! works with Oregon middle and high schools to increase the racial diversity in OHSU's schools and programs and in Oregon's biomedical workforce.

Student volunteers from OHSU and other Oregon universities serve as role models and work to increase students' engagement in the sciences.

OHSU faculty and staff also volunteer to provide On Track students an authentic view of health science degrees and careers.

On Track has a long-term commitment to its students - the program begins working with students in middle school and continues mentoring and empowering students through high school and college. Each On Track site has an On Track Community Based Position - a full-time member of the On Track team who is both from and based in the community where they work. This person provides regular connection and mentorship to students with a culturally relevant approach.

The On Track program team has been a pillar of OHSU in providing Oregon youth with opportunities to come to OHSU and be introduced to the fields of medicine and scientific research. The program's grassroots approach to partnering with communities and school districts has been outstanding and an example for other groups to follow.

The work that On Track does completely supports DEI work for our institution and furthermore for our state, region and nation. A racially diverse provider workforce is essential to health equity and high-quality patient care as it allows individual patients to feel seen and heard, and provide crucial care for their communities.

