



Diversity, Equity, Inclusion

OHSU School of Medicine, Dean's Office

Leslie D. Garcia, MPA, Ed.D., Associate Dean for DEI



Diversity Statement

- **We strive** to build and sustain a multicultural and diverse community because this is a reflection of the fundamental values of the OHSU School of Medicine.
- **We welcome** and consider a wide range of life experiences as part of diversity, including rural heritage, economic background, sexual orientation, culture and belief systems, and hardships accessing educational opportunities.
- **We seek** to build a diverse community of faculty, students and staff immeasurably enriches our learning environment and helps us move closer to a future in which our community of health care providers mirrors the diversity of our patients.



SOM Diversity, Equity, Inclusion and Anti-Racism Plan 2021-2025

Belong

- Education and Training
- Engagement
- Enrichment

Include

- Recruitment
- Retention
- Resources and Related Support

Empower

- Enablement
- Extension to the Community
- Evaluation

SOM Diversity Committee

Chair, Paul Spellman, Ph.D

Professor of Molecular and Medical Genetics, School of Medicine
Co-Director, CEDAR, OHSU Knight Cancer Institute, School of Medicine
Co-leader, Quantitative Oncology Program, OHSU Knight Cancer Institute



Co-Chair, Christopher Evans, M.D. M.P.H, A.A.H.I.V.S

Associate Professor of Medicine, Division of General Internal Medicine and Geriatrics
Associate Professor of Medicine, Division of Infectious Diseases, School of Medicine



& [SOM Diversity Committee](#)

- ✓ Evaluated DEI Plans: Departments (34), Centers (6) , Divisions (3) and Programs (3) revealing progress and promise
- ✓ SOM Dean annual reviews for DEIB
- ✓ Ongoing support and guidance via SOM DEIB Newsletter

SOM DEIB Plan current and next steps:

- Developed and sophistication of tools, resources, and track progress (web based portal)
- Review, Prioritize, Align for FY 2024
- 2025 Graphic Design and Update Plan on Web
- Socialize, disseminate, and communicate

Goal 1 - Belong

Education and Training The School of Medicine will leverage its expertise in education and faculty development to educate and train students, residents and fellows, staff, faculty, administrative leaders and community members on topics and issues related to diversity, equity, inclusion, anti-racism and social justice.

- ❑ Education and Leadership Training (Stepping In, Search Advocate, Cultural Competency/Cultural Humility, Microaggressions).
- ❑ Hosting and communicating DEIB events and opportunities focused via enrichment opportunities, practices, and services (UME, GS, GME, Faculty Development, P & T, CME, etc.,)

Goal 2 - Include

Recruitment & Retention

The School of Medicine will increase the recruitment and retention of diverse students, residents, fellows, faculty and administrative leaders.

- Continue to increase diverse representation
- Build and grow effective initiatives that promote inclusion and advancement of professional endeavors of our house officers, fellows, and faculty. (i.e., GME Resident to Faculty Diversity Advancement Pathway, DISC, and Faculty Development Office).
- Continue to identify resources, tools, and collaboration to achieve outlined goals. (Recruitment Manual, Search Advocate, Stepping In etc.,

Goal 3 - Empower

Enablement of the SOM Plan by creating systems and structures that aid in meeting the plan's goals and selected objectives.

- School Diversity Committee and Diversity Alignment Team (DAT) continued evaluation, coordination and communication.
- Alignment, collaboration, and partnership with OHSU Diversity initiatives across campus.
- Advance partnerships and efforts to eliminate health disparities by partnering with Community Partners.
- Continue to evaluate impact and outcomes of the plan, monitor progress towards achieving the plan's goals and objectives and utilize that information to refine future DEIB initiatives.

OHSU UME Accomplishments



- Outreach and Recruitment Efforts
- Continued increase in diversity representation in student body year after year.
- Pay it Forward & Diversity Mentorship Programs
- Equity Justice Committee
- Diversity Navigators

Equity Justice Committee:



Reem Hasan, M.D., PhD.



Sonia Sosa, M.D.



Deepthi Nacharaju

Jack Lazar

OBJECTIVE 1: make recommendations that enhance content on the elimination of health inequities and promotion of an anti-racist and anti-oppressive medical education.

OBJECTIVE 2: focus on curricular areas related to health inequities and/or the impact of racism and oppression on health.

OBJECTIVE 3: engage with the multi-level learning environment by training faculty, staff and interprofessional educators on anti-racist and anti-oppressive education

- Support for students and faculty
 - Outdated medical terminology
 - Collaboration with student affinity groups
- Structural inquiry
 - Program review
 - Literature review
- Support for faculty/educators “open office hours”
 - Block director collaboration
 - Providing resources to educators on course development

Next drop-in office WED., April 19, 5 p.m. SOM.M.D. UME Curriculum Sub-Committee [LINK](#)

UME Diversity Navigators



Dekey Lhewa, M.D., Assistant Professor of Medicine,
Division of Gastroenterology



Sherie Gause, MD., Assistant Professor of Medicine, Division of
Pulmonary and Critical Care Medicine



Anya Solotskaya, M.D., Assistant Professor of
Medicine, Division of Hospital Medicine



Alex Domingo, M.D., Assistant Professor, Family Medicine

Graduate Studies Accomplishments



- One in five SoM Grad Studies students identifies with under-represented groups
- The latest to report its highest ever percentage of students who identify with groups under-represented in the biomedical sciences, reaching 20 percent of the 700 graduate students for the first time this academic year
- PA Program 28% URiM
- Peer Mentorship Program

OHSU GME Accomplishments



- DISC Chair, Dr. Tomas Lazo
- House Officers Mentorship Dinners
- Recruitment Open Houses
- Invited Applicant Open House
- Welcome URiM GME Mixers
- GME Recruitment Tip Sheet
- GME DEIB Workbook
- Partnership with UME

GME-to-Faculty Diversity Advancement Pathway

- Through partnerships with our residency and fellowship programs, clinical departments, and administrative offices, **we aim to support trainees who are interested in academic careers** and support OHSU junior faculty in enhancing their academic portfolio and delivering culturally-specific patient care.

[Our Program has two distinct paths](#)

- **Trainee Path:** creates a community of support for trainees with the goal of encouraging an academic career at OHSU.
- **Junior Faculty Path:** creates a community of belonging for new faculty with the goal of increasing representation, supporting academic portfolio enhancement, and promotion.

GME-to-Faculty Diversity Advancement Pathway (FDAP)

Trainee phase

- May 3, 5:30 pm
- Dr. Sasha Ondusko of the Division of Neonatology, Department of Pediatrics - “Contracts, offer letters, and negotiations: my first academic job”



Junior faculty phase

- Structured weekly seminars
 - Leadership development
 - DEIB in Academia
 - Individualized advancement planning
- First year, ideally from OHSU GME Program
- Peds, Ob, FM, IM, Neuro, Surgery, Psych
- 0.1 dedicated time

Contact fdap@ohsu.edu

Miguel Marino, Ph.D., named Emerging Leader in Health and Medicine



Miguel Marino, Ph.D., is one of 10 scholars named as 2020's Emerging Leaders in Health and Medicine by the National Academy of Medicine (NAM). Marino is an associate professor of biostatistics in the Department of Family Medicine.

May 1-2, 2023 Latino Primary Care Summit

The Immigrant Paradox: Primary Care Roles, Implications & Future



Building Interdisciplinary Research Careers in Women's Health ([BIRCWH](#))

BIRCWH is dedicated to training tomorrow's leaders in women's health and sex/gender differences

Northwest Women's Health and Sex/Gender Differences Research Conference

Friday, May 5, 2023 at OHSU Old Library

[Register today!](#)

This full-day in-person conference is designed to ignite cross-institution and multidisciplinary research partnerships.

BIRWCH Leadership

Leslie Myatt, PhD, FRCOG, Professor of Obstetrics and Gynecology, School of Medicine

Quin Denfeld, PhD, RN, FAHA, FHFSA

Susan Rosenkranz, MA

Maria Rodriguez, M.D., M.P.H

Leslie Garcia, MPA, Ed.D.,



Northwest Women's Health and Sex/Gender Differences Research Conference



Key Note Speakers

Dr. Igho Ofotokun, M.D., MSC, FIDSA

Tenured Professor of Medicine at Emory University School of Medicine and Processor of Behavioral Sciences and Health Education



Dr. Diana Greene, PhD,

Professor of Obstetrics, Gynecology and Reproductive Sciences at US San Francisco

Multi-Pronged DEI & Antiracism Efforts

- Ongoing Leadership Commitment
- Collaboration & Partnership
- Continuing Medical Education (CME) adopted anti-racism and inclusive requirements and expectations for all speakers
- Faculty Development continuation to deliver DEIB topics and curriculum presented by leadership and faculty



Visiting health equity luminaries, Dr. Camara Jones (center) with learners



Dr. Antwon Chavis, M.D. Assistant Professor of Pediatrics, Speaker.

And more efforts

Resources to advance our plan

- SoM DEI/AR Monthly Newsletter: [Belong. Include. Empower.](#) 13
Newsletters have been produced and shared with more than 11,000 SOM Community members.
- [SoM Diversity and Equity Website](#) houses resources, webinars, updates, and information to support and advance diversity, equity, inclusion and anti-racism.

School of Medicine DEI Newsletter and Website

National Minority Health Month

Let's build awareness about the disproportionate burden of premature death and illness in people from racial and ethnic minority groups. Take action through health education, early detection and control of disease complications.

We are about finding common ground



Leslie Garcia, M.P.A., Ed.D.,
Associate Dean, Diversity,
Equity & Inclusion, OHSU School
of Medicine

The OHSU School of Medicine is deeply committed to increasing and supporting diversity among our faculty, staff, and learners. We consider a wide range of life experiences as part of diversity, including rural heritage, economic background, sexual orientation, culture and belief systems, and hardships accessing educational opportunities.

The [School of Medicine Diversity, Equity, Inclusion and Anti-Racism Strategic Action Plan 2021 - 2025](#) charts our contributions to institutional goals in the areas that we can significantly impact, including retention and recruitment of individuals under-represented in medicine and biomedical science. The strategic action plan is the result of sustained urgency and focus by school leaders and the [SoM Diversity Affairs Committee](#), which includes faculty, students and trainees.

The SOM is committed to diversity and our practices, programs and policies are in alignment with [AAMC](#),

M.D. students celebrate the next stage of their careers

100% match for OHSU School of Medicine M.D. residency programs. The dual 100% match rates are indicators of the OHSU School of Medicine's strong reputation nationally.



More than 150 pre-med mentees are now paired with mentors

[Pay It Forward](#), a medical student-run mentorship program in the School of Medicine, was founded by Med22 Dr. Cassandra Kasten-Arias as part of a comprehensive system of support throughout medical school.



April Observances

- [National Minority Health Month](#)
- [National Child Abuse Prevention Month](#)
- [National Autism Acceptance Month](#)
- [Parkinson's Awareness Month](#)
- [World Health Day | Apr. 7](#)
- [Arab American Heritage Month](#)
- [Scottish American Heritage Month](#)

Download the School of Medicine's April 2023 "Belong, Include, Empower" newsletter. We hope to enrich our knowledge and advance our understanding of diversity, equity and inclusion and anti-racism. Missed a previous issue? Download previous issues for 2022: [Feb](#), [Mar](#), [Apr](#), [May](#), [June](#), [July](#), [Aug](#), [Sep](#), [Oct](#), [Nov](#), [Dec](#) and 2023: [Jan](#), [Feb](#), [Mar](#)

Upcoming events & webinars

- [April 3 | Exploring the Consequences of an Adverse Supreme Court Decision](#)
- [April 4 | Integrating Addiction Care Across U.S. Hospitals](#)
- [April 4 | Prostate Cancer and Black Men](#)
- [April 4 | OHSU-PSU School of Public Health 2023 Annual Conference](#)
- [April 5 | The Importance of Diverse Biospecimens - Who is Collecting and How Can Latinos Donate?](#)
- [April 6 | Effects of Comprehensive Care in a Socioeconomically Diverse Minority Population](#)

“Belong, Include, Empower” monthly newsletter

April Observances

[NATIONAL MINORITY HEALTH MONTH](#)

Raise awareness about health disparities that continue to affect people from racial and ethnic minority groups and encourage action through health education, early detection and control of disease complications.

[NATIONAL CHILD ABUSE PREVENTION MONTH](#)

Raise awareness about ways to prevent child abuse and neglect. All community members have a role in ensuring children have positive experiences and families have the resources they need, when they need them.

[NATIONAL AUTISM ACCEPTANCE MONTH](#)

Autism is the fastest-growing developmental disability in the world. It occurs in one out of every 54 children in the U.S., as of 2020. Learn more about autism, and celebrate and seek to empower individuals living on the spectrum.

[PARKINSON'S AWARENESS MONTH](#)

Every six minutes, someone will be diagnosed with Parkinson's disease in the U.S. Take six minutes to raise awareness to help make sure every person living with Parkinson's has access to high-quality care.

[WORLD HEALTH DAY | APRIL 7](#)

This year's theme is "Health For All," promotes a vision that all people have good health for a fulfilling life in a peaceful, prosperous and sustainable world. This 75th anniversary year is an opportunity to look back at public health successes that have improved quality of life during the last seven decades. It is also an opportunity to motivate action to tackle the health challenges of today - and tomorrow.

See other observances OHSU is celebrating [here](#).

April is Arab American Heritage Month



Meet Dr. Raslan (pictured above): We are proud to spotlight [Ahmed Raslan, M.D., FAANS](#), Director of Neurological Surgery Clinical Operations, Medical Director of OHSU Neuroscience Quality. He was recently [honored](#) as the keynote speaker at the Rutgers Neurosurgery Research Symposium. He is also the recipient of the American Society of Pain and Neuroscience 2023 award as the Neurosurgeon of the Year.

We honor the rich culture, contributions and leadership of Arab Americans. Did you know that more than 31,000 Arab Americans live in Oregon? In 1978, Oregon became the first state to elect an Arab American governor, [Victor George Atiyah \(1923-2014\)](#).

Meet Dr. Raslan: We are proud to spotlight Ahmed Raslan, M.D., FAANS, Director of Neurological Surgery Clinical Operations, Medical Director of OHSU Neuroscience Quality. He was recently [honored](#) as the keynote speaker at the Rutgers Neurosurgery Research Symposium. He is also the recipient of the American Society of Pain and Neuroscience 2023 award as the Neurosurgeon of the Year.

2022

Recruitment Manual



Inclusive Language Guide

An evolving tool to help OHSU members learn about and use inclusive language

February 2021



OHSU School of Medicine Diversity, Equity, Inclusion and Anti-Racism Strategic Action Plan 2021 - 2025



BELONG | INCLUDE | EMPOWER

SCHOOL OF MEDICINE'S
M.D. PROGRAM



Outdated Medical Terminology

A guide for medical students, educators and providers



Stepping In Training

Acting Against Disrespect: An Evidence Based Model for Responding to Incidents of Disrespectful or Discriminatory Behavior

Andrea Cedfeldt, M.D. Associate Dean for Faculty Development, School of Medicine
Leslie D. Garcia, MPA, Ed.D., Associate Dean for Diversity, Equity & Inclusion



Outdated Medical Terminology

A guide for medical students, educators and providers



Outdated Medical Terminology

BY Rohi Gheewala, Med24
José Manuel Carrillo-Castro, Med24
Sean Bowden, Med24

Eponyms

An eponym is a person, a place, or a thing after whom or which someone or something is, or is believed to be, named. We acknowledge the effort to transition away from eponyms, however from our literature review, there are currently no alternatives for Hansen's disease.

OUTDATED TERM	WHY IS IT HARMFUL?	ALTERNATIVE TERM
Buffalo Hump	Derogatory towards overweight individuals.	Supraclavicular and/or dorsocervical fat pad
Mongolian Spot	Historically, individuals with these skin findings were stigmatized to be racially inferior; term originated with the incorrect belief that it was most common in Mongolian populations (1,2).	Slate grey nevus, congenital dermal melanosis
Dwarfism	Linked to the root meaning 'to deceive,' implying an inherent moral defect in individuals with short stature (3). Also, historically been linked to intellectual disability which is inaccurate.	Individual with short stature, little person
Cretinism	Derogatory slang term for someone perceived as foolish or incompetent; historically used to mean "human being" as a reminder that individuals with this condition were humans and not beasts (3,5).	Congenital iodine deficiency syndrome, congenital hypothyroidism
Mental Retardation	Retardation is often used as a synonym for "dumb" or "stupid" and equates people with disabilities as such (6).	Individual with intellectual disability or developmental delay

DEIB Vison

- We strive to build a vibrant environment, where the power of difference maximizes true potential for innovation, collaboration and excellence.
- Embracing diversity gives us the power to be better at what we do and to demonstrate leadership in healing, teaching, research and community service.
- A diverse workforce and student body helps us attract and retain top talent, flourish in a competitive market and ensure flexibility to thrive.
- Creating a community of inclusion does not just happen, and it cannot be achieved by a single department or committee. It is a transformation that occurs only when each of us embraces diversity and leads by example.

Jean & Walt



“Keep a positive attitude even though things get hard.”
“There will always be opportunities for you to excel.”



Thank You

Leslie Garcia, MPA, Ed.D., Associate Dean, DEIB

Dean's Office

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