

TRANSCRIPT: NOV 9, 2022 University of Minnesota Medical School Dean's Lecture Series:

“DIVERSITY, EQUITY AND INCLUSION (DEI) INITIATIVES IN THE DEPARTMENT OF ORTHOPEDICS & AN OVERVIEW OF THE DEPARTMENT OF LABORATORY MEDICINE AND PATHOLOGY COMMITTEE ON DEI”

Dr. Aaron Corfield and Dr. Deborah Powell

Presentation #1: Diversity, Equity and Inclusion (DEI) Initiatives in the Department of Orthopedics

Presenter: Aaron Corfield, DPM, Assistant Professor in the Department of Orthopedics, University of Minnesota Medical School

Presentation #2: An Overview of the Department of Laboratory Medicine and Pathology Committee on DEI

Presenter: Deborah E. Powell, MD, Professor, Department of Laboratory Medicine and Pathology, Dean Emerita, University of Minnesota Medical School

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Ana Núñez MD: Good morning. Good morning, everybody, I'm glad you're all here. Excited to have you join us and get an update in terms of what's happening around some of our departments here. We have some really interesting conversations and updates from two of our colleagues, and certainly are interested in terms of what's happening with you all. But I'd like to just kick it off in terms of starting with our DEI initiatives in the department of orthopedic surgery.

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Ana Núñez MD: Presenting in terms of Ortho is Dr. Aaron Corfield, who's implemented DEI work in his professional career since his undergraduate years. Most recently he served as a commissioner on the Minneapolis Commission of Civil Rights, a Board member of Reclaim, which has queer- and trans- aligned mental health organization for the Twin Cities, and is the inaugural chair of the DEI Committee

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Ana Núñez MD: for the Department of Orthopedics and the University of Minnesota. I will, when Dr. Corfield will finish, introduce our second speaker, Dr. Deborah Powell. But for now, Dr. Corfield, take (it) away.

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Aaron Corfield - he/him: Thank you very much for the intro. I'm Aaron Corfield. I have a bad cold, and so forgive my sniffles and coughs. During this presentation, so I don't have slides, I just wanted to have a little discussion here about what orthopedics has been doing

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Aaron Corfield - he/him: since the last time. The last time I did this, I think, was maybe eight or nine months ago. So we've updated what we've been doing in the department and we're really excited for how the department's moving forward. One of the biggest accomplishments that we've had is we have our most diverse class

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Aaron Corfield - he/him: of residents that we've ever had,

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Aaron Corfield - he/him: and that was really from getting on board the Education team. So our department is split into different arms. So we have an education team or research team. The DEI team and the Education team really got on board with helping us get the most diverse class of residents that we've ever had. Who are the

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Aaron Corfield - he/him: new first year interns this year for our department.

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Aaron Corfield - he/him: Over the last few months we've conducted our second climate survey. So some of you may know

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Aaron Corfield - he/him: that the medical school a few years ago did a climate survey to take the temperature of

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Aaron Corfield - he/him: DEI activities within the entire medical school. And we manipulated that a couple of years ago to do our first climate survey, and we did do a second climate survey, which was helpful

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Aaron Corfield - he/him: in us identifying where we needed to direct the committee, and how we needed to get information across to people who were in the department about ... the DEI activities. They wanted to see what we were doing, and where they thought we were falling short.

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Aaron Corfield - he/him: One of the really interesting things that we've started to work on over the last few months is a podcast. And

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Aaron Corfield - he/him: we're trying to get a broad range of voices that impact orthopedics. So one of the voices we had (was)

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Aaron Corfield - he/him: Dr. Chen from Boston, from MGH. And she talked about health disparities with joint replacement. And so we get together with three of us from the faculty and staff, and we ... had this free floating discussion with ... these parameters of how

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Aaron Corfield - he/him: How we want our questions to be. And so we're putting together this podcast. And we're getting episodes together as we go, and hopefully releasing them every month

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Aaron Corfield - he/him: as we get a few under our belt...It's been a really interesting experience to be able to do this podcast. It's difficult ... to answer questions about how we do it, (as) it can get a little hairy, but it's fun. It's really great. We get a lot of great ... guests.

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Aaron Corfield - he/him: We are doing a lot of implicit bias training, and if you're doing this in your department system, sometimes gets repetitive and tedious for people who are not really in the trenches doing DEI work. And so we wanted to kind of change the narrative on how

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Aaron Corfield - he/him: DEI and implicit bias training happens in the department. So this year we really want to focus on residency applications and the incoming resident class that will be coming in for 2023.

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Aaron Corfield - he/him: And so what we did is we got together as our DEI group when we came up with five topics that we're gonna work with ODEI on to kind of supplement this podcast that we're doing. So the five topics that we came up with are:

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Aaron Corfield - he/him: We're gonna do kind of this overview of what implicit bias is, so people can get an understanding. We're going to do an implicit bias training on race, one on gender. So you may not know, or you may, that

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Aaron Corfield - he/him: when people are writing recommendations for medical students for residents, there's a lot of coded language for applicants who are women. And

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Aaron Corfield - he/him: we need to be able to see past that coded language...

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Aaron Corfield - he/him: in order to create a more equitable space for people who are coming in and doing interviews with us.

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Aaron Corfield - he/him: We're going to do one on cultural differences in communication,

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Aaron Corfield - he/him: and we want to do a topic on holistic reviews of residency applications. So the purpose of this would be small snippets, maybe ten or fifteen minutes each which our faculty in the department can digest very easily, very readily, and get some really pertinent and salient points out when they are doing residency interviews and looking at residency applications.

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Aaron Corfield - he/him: Every month we do a mindful moment,

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Aaron Corfield - he/him: and the mindful moment has a broad range of topics we do. It's usually based ... in DEI topics. But we do everything from disability access

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Aaron Corfield - he/him: to differences in how we treat people, different races, cultures. We kind of run the gamut for mindful moment. And we do have a book club that we do every month

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Aaron Corfield - he/him: and that we take from all of the members of the department for recommendations.

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Aaron Corfield - he/him: One of the

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Aaron Corfield - he/him: crown jewels of this year that we did was, we have a residency award now for a resident who has shown exemplary

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Aaron Corfield - he/him: duties in the DEI arena. And so one of our second year residents got that this year; and she's been working with the DEI community ... since she came out as an intern, and we're really really proud of this award. It's funded right now by faculty,

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Aaron Corfield - he/him: and we're looking to expand this award. There's a lot of people outside of faculty and residents who are doing DEI work that do not get appreciated for all of the work that they do. They don't get paid, and they don't get a lot of acknowledgment. So you want to expand this award to staff

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Aaron Corfield - he/him: in the department who are working on DEI efforts to be able to

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Aaron Corfield - he/him: give people recognition where they've done this great work for our department.

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Aaron Corfield - he/him: One of the things that we do want to try to implement more is education for the residents,

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Aaron Corfield - he/him: and there's this great curriculum: it's called Cultural Complications Curriculum

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Aaron Corfield - he/him: It's a dual initiative by people from the University of Maryland and the University of Michigan. And so how this works is that it's basically run like a M And M Conference. And so you do this in place of M And M. So

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Aaron Corfield - he/him: ... this one is diversity and surgery, this

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Aaron Corfield - he/him: specific presentation is; and so it'll go through some salient points at the beginning of the lecture, and then, as we get down, we get into case studies that people will discuss. So, for example, "an attending jovially refers to a Korean medical student as the interpreter and summons her

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Aaron Corfield - he/him: for to translate all Korean patients." And then they come up with these great discussion points to use and to get people talking and thinking. We really like this, because there are case studies in here that you might not think about, or people in the department might not think about as

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Aaron Corfield - he/him: as "Oh, my gosh! That's a DEI topic that I really need to focus on...." So we're really excited to work through these and start to hopefully implement these.

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Aaron Corfield - he/him: We do do some resident education now We have worked with the Education team, and

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Aaron Corfield - he/him: we've implemented Grand Rounds with DEI topics. So, for example, this Friday's Grand Rounds is "LGBTQ+ health disparities - changing the narrative for ortho patients and surgeons."

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Aaron Corfield - he/him: One of the things that we've tried to focus on is we put together these Grand Rounds for our faculty, residents, medical students, staff - is that we really wanted to focus on Ortho and DEI topics to make it really pertinent and interesting for the people who are listening.

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Aaron Corfield - he/him: So we've worked with the education team, and we get four slots a year for DEI topics. And we can add, if we find things that really need to be brought up. So we've done immigrant population health.

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Aaron Corfield - he/him: We have done a trans health and pronoun Grand Rounds, which was great. ... We talked to an endocrinologist, and with somebody from Reclaim, which as Doctor Núñez says, is a queer-aligned mental health organization in St. Paul. And so we did pronouns

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Aaron Corfield - he/him: ... in orthopedic care,

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Aaron Corfield - he/him: and we've done a history of racism in medicine. And so we really put together these

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Aaron Corfield - he/him: ... topics ... and we tried to incorporate them and make them really tailored to Ortho to keep people interested and ...

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Aaron Corfield - he/him: keep people engaged,

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Aaron Corfield - he/him: so

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Aaron Corfield - he/him: we always have things to work on, and I think that it's great that we get to do all of these things in Ortho and we really get a lot of

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Aaron Corfield - he/him: backing from the department to be able to do some of these things, but there are always ways for us to improve and to get better. And so some of the things that we're thinking about now for things to work on for the upcoming year is funding, and I know that this is a big component for lots of departments is funding. So

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Aaron Corfield - he/him: we think that we need funding for honorariums for people who come to our podcast,

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Aaron Corfield - he/him: and to do things out in the community together. And we did do an outing to the Wiseman ... Art Museum - and that was based on implicit bias and art, which is really great, and that was funded by a faculty member. So we...

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Aaron Corfield - he/him: One of the things I think, that we all need is funding. So we're working on ways that we can increase our funding

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Aaron Corfield - he/him: and

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Aaron Corfield - he/him: I think that that's the hardest part for us right now is, how do we get money that we need?

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Aaron Corfield - he/him: But it's that's a working process, and I think that

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Aaron Corfield - he/him: ... we're making good head ground for that. And just how do we keep our departments engaged

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Aaron Corfield - he/him: ...and not overwhelmed? And how do we keep everybody kind of speaking the same language... How do we keep people speaking the same language as we continue through this and keep people engaged in the department. So yeah, I think we're ... really happy with how this year's gone, and we're looking forward to

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Aaron Corfield - he/him: doing some stuff next year.

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Ana Núñez MD: Terrific! What do you think? Can you share some of the ... challenges or barriers that you faced, that you didn't anticipate, and ... how you managed them.

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Aaron Corfield - he/him: Yes, One of the barriers that...

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Aaron Corfield - he/him: ...so in our....

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Aaron Corfield - he/him: ...climate surveys that we do, we get lots of -

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Aaron Corfield - he/him: - I don't necessarily think it's negative feedback. We get feedback that we don't expect, like:

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Aaron Corfield - he/him: "You guys talk about race too much" is some of the comments we sometimes get, and so it's this barrier of

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Aaron Corfield - he/him: being broad

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Aaron Corfield - he/him: and at the same time ...

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Aaron Corfield - he/him: having laser focus on specific DEI issues as we go through time, and

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Aaron Corfield - he/him: it's hard to get everybody on board,

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Aaron Corfield - he/him: all at the same time, with all of the topics that we do.

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Ana Núñez MD: And how do you ...

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Ana Núñez MD: How do you broadcast, or how do you measure dissemination in terms of your podcast? Because I imagine that ... you ... want to get it to as many ears as possible. So what do you ... How do you distribute?

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Aaron Corfield - he/him: That's a great question. We are working on how we get the parameters down now. And so that's kind of like ... on the software so like, how many people are listening, and how do we market this within the department first,

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Aaron Corfield - he/him: to get as many listeners as possible, and I think one of the things that I get the best recommendations from word of mouth. So me just like whispering in everybody's ear as I ... walk through the collaboration space - like, "Oh, my gosh! Did you hear that we have this new podcast? It's great!" and so

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Aaron Corfield - he/him: I think that's the best way, at least in our initial stages, to move forward. I do know that Health Partners also has a DEI podcast, and theirs is advertised on the TV screens as you walk into their clinics - which is great - and so that might be another function for us, as we have, and I'm in the CSC right now,

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Aaron Corfield - he/him: and we have TV screens everywhere, and they have all of these ... adverts up for things. And so that may be a good way to disseminate more information, too.

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Ana Núñez MD: Yeah. That may be ... doing a QR Code that people could just take a picture of, instead of just take you to the name of the podcast. One of them, Dr. Campo, asks: "Could you repeat the name of the podcast?"

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Aaron Corfield - he/him: Name? (It's) name is "in progress." So I would get back to you on that. We're still putting it together. Ana Núñez MD: Okay. ... All right. So soon, all right. Well, so you'll let us know. We'll make sure that we'll put it in the DEI newsletter. So whenever we have it there, people, consider checking it out

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Ana Núñez MD: there. And I was just gonna mention to you that the AAMC came out with learning competencies across the continuum in terms of DEI, so that might be something useful. It starts with residents through faculty. So as you're doing your work, it might be useful to use that as a resource.

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Ana Núñez MD: It's actually a free download from the AAMC. So

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Ana Núñez MD: Cool.

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Ana Núñez MD: All right.

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Ana Núñez MD: Well, thank you, and appreciate all your hard work, you know .. I'll just shine the light a little bit here that, you know, I've said from the jump, that's

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Ana Núñez MD: how we do excellence in terms of inclusive excellence,

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Ana Núñez MD: inclusive excellence in research and education and clinical care is applying within the DNA of that, issues about diversity, equity, inclusion. It's not "Fries on the side." So as Dr. Corfield talked about making it relevant and tailored in terms of the needs of orthopedic surgery, the health outcomes, for seeking people in educational excellence and recruitment. All those pieces of "how does this sound for me here, with what I do with my job with our common

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Ana Núñez MD: purpose" is really really important, because I don't know - there may be a few of us in the audience who are, you know, budding sociologists and anthropologists who want to read about DEI stuff from a conceptual thing. But for most of us, it's about education, clinical care, as well as research and innovation - that that's kind of our warm and happy place. So,

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Ana Núñez MD: being able to see how this helps us in terms of doing a better job of where we're spending our life and commitment is really important - so that relevance and tailored is really important for us to be effective. So Kudos, in terms of doing that - and also in terms of the surveys. Because, you know, there's a saying: no metrics, no matter. So we need to be able to say, Where did we start?

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Ana Núñez MD: And what did we do? And where are we now, and what's next? And have that be driven by the voice of the people you're talking to - of what is useful. So you know, if you think about using a medical student as an interpreter and don't see how that's a problem - and sometimes, you know, we don't live in a perfect world. We have to do the best we can, but that's very different than thinking that that's actually the best way to do it, but having conversations about that, to be aware - is really important, so far as promoting change.

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Ana Núñez MD: So kudos in terms of the work, and we'll look forward - we'll assume that there'll be the debut that you'll let us put in the DEI newsletter with the name of the podcast whenever it's there - and maybe a photo as well. So

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Ana Núñez MD: with that as the opportunity to move forward and introduce someone who needs no introduction. Dr. Powell. You know Dr. Powell is an amazing individual that I have the privilege to get to know one on one. For a very long time in my career, I just knew of her name and saw her in different spaces. And so really it's a light to be able to get to know her in a conversation. Dr. Powell, is you all now is a Professor

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Ana Núñez MD: (in the) Department of Medicine, Lab Medicine and Pathology; and Dean Emerita of our Medical School, and her presentation is an overview of what's happening in the Department of Lab Medicine and Pathology; the Committee on Diversity, Equity, Inclusion. Dr. Powell served as the Director of Medical Student Education in the Department of Laboratory Medicine and Pathology, and Chair of the Department's DEI Committee. She was Dean here at our Medical School, from 2002 to 2009,

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Ana Núñez MD: is a member of the National Academy of Medicine, a recipient of the AAMC Excellence in Medical Education - Formerly the Fleischman Award, and has served as the AAMC Chair of the AAMC Board, the Chair of the AAMC Council Deans and member of the

Herb Nickens Award committee. So we're totally delighted to have Dr. Powell join us, and give us some ideas about what's happening in Lab Medicine and Pathology. Dr. Powell:

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Deborah Powell MD: Thank you. Dr. Núñez. I appreciate the invitation, and I'm going to share my screen now. Because as a pathologist, I have to have slides....

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Deborah Powell MD: ... I think it's part of our DNA. (I'll make sure that I can do this and that everyone can see the first slide...)

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Deborah Powell MD: So I wanted to talk to you a little bit today about an overview of our Department of Lab Medicine and Pathology's Committee on Diversity, Equity and Inclusion, which is a pretty new committee

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Deborah Powell MD: for us. We're actually about a year and a half old. And so, in a sense, we're just getting our feet wet, and these are the members of our committee. We have a resident member who joined us, and he's currently a PGY2. We have

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Deborah Powell MD: several faculty members. The initial members of the committee were myself, Dr. Liam Chen, and Dr. Jimmy Stewart.

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Deborah Powell MD: Dr. Chen is the Director of Neuropathology, a new arrival at the University of Minnesota; and Dr. Stewart is the Director of Cytopathology, and was my resident when I was at the University of Kentucky, so I'm delighted to circle back.

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Deborah Powell MD: And we have a terrific staff support person. Amy Arellano, who's a staff support to the committee, and a big help to us. So this is a brief history of our committee. The committee was formed by our department head, Leo Furcht,

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Deborah Powell MD: who sent down a call by email to all of the faculty, asking who would like to form a Committee on Diversity, and he had three takers myself, Dr. Chen and Dr. Stewart.

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Deborah Powell MD: I ... have been interested in DEI work for a very long time because I think

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Deborah Powell MD: any woman who went to medical school at the time that I did, with six women in my medical school class,

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Deborah Powell MD: and who developed a career in academic administration and academic medicine knows very well what it's like to be the only person in the room -

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Deborah Powell MD: knows very well what it's like to be an "other" in academic medicine. So if you, if you are an "other" in academic medicine, for whatever reason, as based on your gender or your race, or your ethnicity,

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Deborah Powell MD: or your socioeconomic status: It can be a very lonely place. And so I came to my interest from that lonely place,

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Deborah Powell MD: and really have been trying for a lot of my career to understand how we can make our spaces more welcoming - for particularly our learners and our new faculty.

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Deborah Powell MD: So I was very happy to join this, and also to take over the leadership of it, since I had enough time to do that.

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Deborah Powell MD: So our initial meeting of the three of us was with the department head to talk about some possible projects for the committee,

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Deborah Powell MD: and then we subsequently met with Dean Núñez to talk about other opportunities and resources in the medical school, and our first activity was to ... conduct a survey of our departmental faculty, residents, and some of our core staff. And I say Core Staff, because we run the clinical laboratories as well as anatomic pathology for the Fairview Hospital, and now more and more for the Fairview Health System.

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Deborah Powell MD: So there are literally hundreds and hundreds of staff members and technologists and people that we work with, and we couldn't survey everybody. But we tried to look at the core ... staff that we work with on a day to day basis.

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Deborah Powell MD: And we didn't do as good a job as Aaron did with the climate survey. So I think listening to him, we'll try to do another one, because we had very few responses -

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Deborah Powell MD: Even though Amy administered and organized the survey for us, and it was excellent and extremely well done,

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Deborah Powell MD: the response was very disappointing. We had a few responses. Some people expressed interest in joining the committee, resulting in our getting a resident member and new faculty members.

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Deborah Powell MD: But when we tried to solicit specific information about what kinds of activities the department would like the

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Deborah Powell MD: committee to do, except for the Grand Round speakers, we didn't have very much information, so we soldiered on

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Deborah Powell MD: and we developed our list of activities, and the first was to start inviting Grand Rounds speakers on specific topics.

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Deborah Powell MD: So in our first year we had two Grand Round speakers - again, like in orthopedics, specifically tailored to pathology. Our first Grand Rounds, fortunately, was an outstanding success.

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Deborah Powell MD: We had a Doctor Andrea Dreyfus, who was at Duke in the Department of Pathology, and her partner in the speaking events, Dr. Graves, who is a professor of Biology and Anthropology at North Carolina A&T State University, one of the HBCU universities in the US,

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Deborah Powell MD: and they talked about specifically

00:26:12.050 --> 00:26:30.520

Deborah Powell MD: racism in the big Robbins Textbook of Pathology, which is the ... "Bible of Pathology" textbooks that educated many of our current physicians, and is still educating our students today.

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Deborah Powell MD: And it was fascinating.

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Deborah Powell MD: One of the things that we learned from this talk - thanks to the research, the deep research of Dr. Dreyfus, is that the legend that keloid lesions in the skin are more common in dark skinned individuals and people of color is indeed a legend. But she came to this knowledge, which has been repeated as accurate over the years by very careful back checking

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Deborah Powell MD: of the references referring to this, and so she unraveled for us a lot of the areas of bias and and racism in this major textbook. Our second Grand Round speaker was one of our own faculty, (Dr) Amy Karger,

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Deborah Powell MD: who talked about the racism in the measurement of - laboratory measurement of estimated glomerular filtration rate and the newer methods, and why this is inaccurate. And so that was fascinating to many of our

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Deborah Powell MD: faculty as well.

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Deborah Powell MD: This year, this coming year we have decided to focus more on transgender pathology.

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Deborah Powell MD: And so our director of an anatomic pathology, Dr. Mahmoud Khalifa, has been interested in transgender pathology and anatomic pathology for a long time now, and he will be giving our Grand Rounds on April 26th, about transgender pathology, specifically referring to an anatomic pathology.

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Deborah Powell MD: And then in May, May 24th, We will have Dr. Gabriel Winston-McPherson, from Henry Ford Hospital, who is going to be looking at transgender pathology in laboratory medicine and in creation of reference ranges.

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Deborah Powell MD: So we have this topic of emphasis this year. We haven't done a really good job of

00:28:37.170 --> 00:29:03.659

Deborah Powell MD: of advertising our Grand Rounds speakers outside of the department, but they are certainly open to everyone, and they are held on zoom. And I think we will take advantage of some of the announcements coming out from ODEI and get those on the books so that more people can join, particularly our DEI speakers.

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Deborah Powell MD: We have slots for actually four DEI speakers a year if we want to do that, and our department always gives an honorarium

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Deborah Powell MD: to every Grand Round speaker. And so this is a great opportunity, and we're trying actively to find more speakers and get people to help ... recommend them to us,

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Deborah Powell MD: I would say ... as an aside.

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Deborah Powell MD: Finances are not really a problem for us, as they are for Dr. Corfield. Dr. Forcht has been extraordinarily generous to the committee, and will fund pretty much any - within reason - anything that we ask of him to do for us.

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Deborah Powell MD: So the second project that we've undertaken is to

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Deborah Powell MD: put readings and reference materials in our departmental newspaper. Our departmental newspaper is sent out every Monday to the faculty and staff and residents of the department,

00:30:13.390 --> 00:30:27.839

Deborah Powell MD: and the editor of this, Bill Hoffman, has added a DEI section for us in this. So every Monday we have a DEI section, and once a month we try to suggest a DEI reading.

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Deborah Powell MD: I have no idea if anyone, how often these are used. But I know anecdotally from people talking to me

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Deborah Powell MD: that they have actually read some of these readings. The very first one was Dr. Graves' book, which he wrote with Alan Goodman, "Racism Not Race", and others that we have included "Whistling Vivaldi" about stereotype threat, "Under the Skin" by Linda Villarosa,

00:30:55.980 --> 00:31:12.399

Deborah Powell MD: and most recently, "The Last White Man" by Moshin Hamid. And we do this once a month, and so send these out to the department. But in addition, not suggested by the committee,

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Deborah Powell MD: Mr. Hoffman has added other things into our DEI section of the newsletter.

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Deborah Powell MD: Most recently he interviewed one of our former residents in the department who was with us from 2006 to 2010

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Deborah Powell MD: as a resident in an atomic and clinical pathology. And this is Dr. Noel Blue Arm, who is currently with the Indian Health Service in Phoenix and one of three American Indian pathologists in the US.

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Deborah Powell MD: And we are hoping to have a

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Deborah Powell MD: grand rounds involving Dr. Blue Arm, and Mary Owen from Duluth campus, which I think would be fascinating. It's - it's astounding to think how few pathologists are actually American Indians.

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Deborah Powell MD: Other activities that we want to do are....one of our committee members is very interested in trying to work with local school systems in some capacity

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Deborah Powell MD: about careers in pathology and in laboratory medicine as technologists, or lab supervisors. And so we have not yet been able to do that. We are not able

00:32:41.340 --> 00:32:58.189

Deborah Powell MD: to easily have students come and work with us in the Fairview health system, and this is sort of a challenge for us. But this is an interest to the department, and students as young as elementary school are always fascinated by

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Deborah Powell MD: the specimens that we can show them in the work that we do.

00:33:02.610 --> 00:33:22.560

Deborah Powell MD: We want to work more closely with our medical students's DEI threads to assist our faculty members with their lecture and presentation material. These students are an extremely valuable resource to us, and we want to make sure that we

00:33:22.570 --> 00:33:26.819

Deborah Powell MD: can use the committee to flag

00:33:27.110 --> 00:33:41.020

Deborah Powell MD: presentations of faculty members which are not as inclusive as we would want them to be. As I mentioned, we want to increase the variety and the number of our grand round speakers,

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Deborah Powell MD: and we're very anxious to try to once again

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Deborah Powell MD: ask all of our faculty members to engage in implicit bias training, but I learned something from Dr. Corfield this morning, and I very much want to adopt some of his ideas about ... targeting it more specifically so that we can have a bigger number of faculty members take this training again.

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Deborah Powell MD: So basically that's what we've been doing in the Department of Lab Medicine and Pathology, and I'm happy to answer any questions about it or accept any suggestions for what else we might do.

00:34:38.690 --> 00:34:47.040

Deborah Powell MD: Sorry, Dr. Núñez, I can't hear you. Ana Núñez MD: You know I will successfully unmute when we stop using Zoom. Okay,

168

00:34:47.050 --> 00:35:17.040

Ana Núñez MD: ... one of those casualties. Thank you so much for sharing in terms of some of the good stuff that you're doing in Lab Medicine. And yes, yes, please take us up in terms of your Grand Round, so we can... Dr. Wilson can tell us the deadline for our newsletter. But please let us know in terms of that information, because we would love to publicize it. I think a lot of folks ... I'm a big fan of not reinventing the wheel, and if we can record and archive stuff, then we have just a bigger and bigger

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Ana Núñez MD: reservoir of resources for each other. And so we would love to be able to publicize some of your Grand Rounds, so that lots of folks can come and join those.

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Ana Núñez MD: Also, you know, certainly happy to both of your department leads in terms of supporting some DEI initiatives. I think that's really terrific. ... I'm heading with Dr. Wilson to the AAMC. And so we will go shopping for Grand Round speakers in lots of different

specialties, and hopefully come back with a list in ortho, lab medicine and all our other things to share of people who would love to chat about things. I do agree with you that

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Ana Núñez MD: Noel Blue Arm, and Mary Owen as physicians and pathology would be a fabulous, fabulous presentation. I wonder, do you yet in lab medicine

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Ana Núñez MD: have visiting electives or rotations to try to diversify who's coming here in terms of your residency, or just to know about some of the stuff that's here? - Because I know that some departments do have visiting rotations, and sometimes it's

00:36:28.650 --> 00:36:57.020

Ana Núñez MD: undergraduate students, sometimes it's first year medical students - to have that light bulb go off of... "I never thought of this as a career, or I never thought of this as an academic career..." and then sometimes it's third year students or rising fourth year students of "I never thought of your Residency to join you..." And I'm just wondering, do you have any of those invited electives? It sounds like with your committee, that could be a really interesting opportunity where they come,

00:36:57.030 --> 00:37:13.210

Ana Núñez MD: do blood, medicine, and pathology, and then a project in terms of health disparities. That sounds like really already, you've created the firmament in terms of your DEI committee in terms of opportunities. So does that already exist, or in the works or anything?

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Deborah Powell MD: We do have opportunities. We have summer internship in pathology for five medical students, and it's funded by the department - shameless plug - we are recruiting our summer interns right now, and we pay five thousand dollars per student for seven weeks in the summer,

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Deborah Powell MD: and they come and work with us in the department. And many of those students do projects with us as well as rotating through different areas of pathology.

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Deborah Powell MD: We have for many years had a post-sophomore fellowship in pathology that pays twenty-five thousand for a year. It is usually a student - between two students - we try to take two between their second and third years of medical school. And they spend a year in the department. About fifty percent of those end up going into pathology. Others don't, but it's a fabulous learning experience. And almost all of them do do a project

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Deborah Powell MD: and go on to a national meeting sponsored by the department. So they get an in-depth look. We also have observerships for students who are interested in careers in pathology,

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Deborah Powell MD: and we have had that for a number of years. And we also have a number of international students who are

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Deborah Powell MD: looking for observerships in our department, many of whom do more than one and stay. The problem is really the high school students, and how we can get them into the clinical space, which is much harder. We've many of us in

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Deborah Powell MD: in different times

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Deborah Powell MD: and in different institutions were able to bring in students. And I remember when I was at the University of Kansas, we'd have a Saturday Academy

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Deborah Powell MD: for students in two high schools: in Kansas City, Kansas and Kansas City, Missouri, who used to come in, and that was run out of our office of diversity and inclusion there. But

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Deborah Powell MD: we aren't able to do so much bringing them to us. So it's more that we're going to have to, I think, find a way to go to them.

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Deborah Powell MD: The only option that I can see for us is really to have students come

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Deborah Powell MD: not into the hospital setting, but into the College of Medicine, which I think would be much more possible, and see if we could do something there. And we also,

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Deborah Powell MD: because our department has an extremely large cadre of basic science faculty - I mean, we have as many basic science faculty as we have clinical faculty - we would love to have more

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Deborah Powell MD: students

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Deborah Powell MD: come and work in laboratories with our faculty doing much more bench research.

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Deborah Powell MD: And that goes for you know, medical students, high school students, college students we already have from the university, but we would like to have more. We would also like to have more speakers for our Grand Rounds series, who are basic scientists who are talking about challenges, for example, in graduate education, not just graduate medical education,

00:40:50.580 --> 00:40:59.549

Deborah Powell MD: but graduate ...education for PhD students and post-doctoral fellows. So that's all of interest to us.

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Ana Núñez MD: Great, you know - a couple of things come to mind, you know, we do over in the neuroscience space, and we can certainly connect you with those folks. There is a high school program called Gopher Brains, which is probably sounds like a vampire thing but so... and they actually do bring high school students in for a week. I know that they are playing with and looking at brain matter which to me is very much a pathologic piece. So maybe there's a way to

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Ana Núñez MD: collaborate in terms of some of the connections that they're doing with them, some of the resources you have in lab medicine, or, you know, replicated in terms of some ways. We also have so many talented students and trainees and medical students. Some of our students in the Black Doctors Association are doing outreach with the Boys and Girls Club and bringing them in, in terms of exposures to you know, ultrasounds and things like that. So there might be another way to link to include that.

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Ana Núñez MD: And as well as some of our brain trust in the medical student side, are actually trying to look about having students come and having a medical school experience sort of, you know in the real, so far as labs and clinics in the morning, and then workshops in the afternoon. And those would also be ...Those students would be more

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Ana Núñez MD: juniors and seniors who are who are diverse students who are thinking about either going to med school or basic science. And then the last

00:42:30.790 --> 00:42:59.970

Ana Núñez MD: is a program: D-Prime. That's a new program which is a really kind of cool way of doing things. It's recognizing the economic challenges that some of our students face. And what it is is, you're hired for part-time, research job - and then the other part of time is, you're getting professional development in terms of the research space. So I'm wondering, in terms of lab medicine, whether you could craft something like that where you're

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Ana Núñez MD: half time at, you know, going into the technical capacity. And then the other half of the time learning what it's like to go into this as a basic scientist and become somebody there. So I think there's a couple of really interesting models around our medical school. Happy to sort of, you know, connect the dots of any of those, if that's interesting. But certainly I think that would be really cool. And we do - we also have our BA/MD students, some of them who do actually want to

00:43:29.970 --> 00:43:49.420

Ana Núñez MD: have a basic science perspective. And so, folks, if they're interested in terms of mentoring some of these talented students, that's another opportunity that exists in terms of making connections. So that's off the top of my head. I'm sure there's more.

Deborah Powell MD: Great. Thank you so much. Those are great.

Ana Núñez MD: Yeah, Aaron -

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Aaron Corfield - he/him: I would piggy back on this and say

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Aaron Corfield - he/him: that

00:43:57.670 --> 00:44:00.520

Aaron Corfield - he/him: I piggyback on this discussion. Can you hear me?

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Ana Núñez MD: Yes,

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Aaron Corfield - he/him: I would say that getting the students in this pipeline early is good. And this is, I think this is the route that all of the departments really need to work on. We also do, which is funded by our department - we do a scholarship for

00:44:18.180 --> 00:44:32.650

Aaron Corfield - he/him: students to come here to visit as a fourth year as a DEI scholarship, and it's just so important for us as departments to fund people who are outside of Minnesota, I mean we know that Minnesota is

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Aaron Corfield - he/him: sixty-five to seventy (percent) white, and we need to kind of look outside of the borders of Minnesota if we want to really get a diverse class. And so yeah, that's one of the things that we work on, as well as the funding for students to get here. To create these more diverse classes.

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Ana Núñez MD: Well, again, it's a critical mass, right? So you know, if you walk in a room, and there's absolutely nobody that that looks like you, and you can be very nuanced, and say, Well, yes, but you have a lot of shared things once you to know each other, and you do. But at face value is like, Do people - are people here for me? And sort of, you know. Can we make these connections if we get to the critical mass of folks. The more you get, the more you get, in terms of saying, here's a space, and here's a place, and Here's how we care about you in terms of being successful.

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Ana Núñez MD: And here's how we're better, because the cognitive diversity that all those different experiences puts together, you know, helps our science, helps our care, helps our teaching, in terms of achieving the goals that we want. And so I think that's the exciting part in terms of some of these opportunities. You know I've said long, long over and over. The most important thing about opening these doors to have people come here is to get you to know you all, and have these relationships and say, "Oh, my gosh! This is

00:45:48.840 --> 00:46:14.290

Ana Núñez MD: an amazing person. I would love to work with that person," or "I want to grow up and become that person." And if people don't have those relationships, then you know, they don't have that opportunity to look at what are different trajectories in terms of their career. So I think you know the way the way we do it is, how you all are doing it, in terms of opening those doors and creating those relationships. I also say that when folks go to their meetings,

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Ana Núñez MD: not just looking at posters of the work that's "your" work, but looking at posters in terms of who's talented, you know. Put your talent scout hat on for a minute and wander around and look at some of those posters, and talk to interesting people about their work and build some of those relationships and networks of like. "Wow! This person actually asked me a really cool question, or suggested I write this up in terms of X, Y, and Z, or whatever," and you know. "And now I know this person," and then we start building

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Ana Núñez MD: that relationship. And – "where are they again?" you know, and – "let me go there and play..." So I think that we have to do that kind of relationship building as well. You all both I'm sure remember coming up in your career where you had somebody who was, like, you know, prestigious, famous, amazing! Who actually said hello to you and noticed you, asked how you were doing, and then followed up. And you're like "little old me - how cool is that?" you know, and I think that's the gift we can do for each other in terms of coming up to

00:47:14.490 --> 00:47:30.269

Ana Núñez MD: diversify things. So I do want to applaud both of you in terms of the work that you're doing. As I said, you know the leadership in terms of your department heads, the leadership of you all, and your committees, in terms of doing this work. That's what makes it happen -

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Ana Núñez MD: you know, doing it with best practices about tailoring to the life of the day to day of, of how we do what we do and getting better, is really spot on, and you know thank you in terms of all your contributions. Any last –

Aaron Corfield - he/him: Big shout out to the department heads.

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Ana Núñez MD: Yes, absolutely absolutely - without courageous leaders who support this, we can't get it done, you know. And so I think that that's really stupendous. Any last comments, thoughts?

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Ana Núñez MD: I will share that we have resources in our office. One of the metrics resources is called DICE: The Diversity, Inclusion, Culture, and Environment survey. What's nice about that is, it ... ideally helps you and your committees look to say, "Are we building it in here?" Right - So, because terrific people are terrific - don't get me wrong, but we kind of want to build it in the bricks. We don't want it to be like, "This terrific person is now in a sabbatical, so now time out, it's not happening –" right? So we really want to sort of

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Ana Núñez MD: um

00:48:40.170 --> 00:49:09.149

Ana Núñez MD: craft it. And so the DICE tool is meant to help you all. So to look at where are we starting, just like the Diversity Engagement Survey - "where are we starting?" and then what might we need to think about in terms of strategic planning. Unlike most surveys, this isn't a graded thing that you get a good thing or a bad thing - it's just "where are you starting?" And

then over time, what's the progress that you're making based upon - What are the low-hanging fruit to do that - as well as giving you the credit for where you are doing terrific things.

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Ana Núñez MD: leading the pack and helping other people say, "Huh! We could do that, too!" Right - so shared knowledge will help in terms of us moving things forward. So that's available for you. Don't look at it in the AAMC site where it says you have to pay for it - we already paid for it, so we have it, and it's a resource. And so just let us know, and we'll make sure that you have that available in terms of looking at designing ... dashboards and progress within your department.

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Ana Núñez MD: Well, any last minute things? No,

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Ana Núñez MD: yes?

00:49:40.120 --> 00:50:05.050

Ana Núñez MD: All right. Well, thank you again. Please, please, submit things to our newsletter. Let us know, so we can publicize some of the cool things, and if there's any connections with other folks doing DEI work, please don't be shy. Everybody, thank you so much for joining us and learning about these different things. Hopefully, this has provided you some ideas and resources, and maybe some things on your calendar that you'll attend to.

00:50:05.240 --> 00:50:16.749

Ana Núñez MD: And we will gift you back - well, I'll give you to Dr. Wilson, but we will gift you back a few more minutes to the top of the hour, so you can have a little a break before the next piece: Dr. Wilson -

00:50:21.200 --> 00:50:23.580

Mya N Wilson: Thanks everyone, for joining us.

00:50:24.280 --> 00:50:25.919

Mya N Wilson: Have a good rest of your day.