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00:00:05.000 --> 00:00:17.359

Shanea Turner-Smith, MSW, LGSW (She/Her): Good morning, everyone, and welcome to another installment of the Dean lecture series. I'm Shanea Turner Smith, and I'm one of the learning and development managers for the office of diversity, equity, inclusion within the medical school.

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00:00:17.630 --> 00:00:23.530

Shanea Turner-Smith, MSW, LGSW (She/Her): This session will be recorded and shared out within 2 days. To all those who have registered for this event.

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00:00:23.680 --> 00:00:29.569

Shanea Turner-Smith, MSW, LGSW (She/Her): Otherwise the recording can be found under the education and training tab on our odei website.

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00:00:30.520 --> 00:00:56.039

Shanea Turner-Smith, MSW, LGSW (She/Her): We are about to enable the live transcription. Please note, though, that the live transcript is not perfect as it is auto transcript, and we invite you to take care of yourselves as necessary during our time together, as we will not be taking a break if you have any feedback, as it relates to accessibility or tech issues, please email us at DIs-odei@umn.edu.

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00:00:57.240 --> 00:01:15.950

Shanea Turner-Smith, MSW, LGSW (She/Her): During today's session. We ask that participants please use the QA Function instead of the chat. We'll do our best to answer your questions. But please understand that we are working with a set window of time, and so if we do not get to your question, we'll do our best to answer it offline at a later time.

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00:01:17.700 --> 00:01:30.109

Shanea Turner-Smith, MSW, LGSW (She/Her): In the chat. We are gonna paste a few links. That link to our Dean's lecture series website. Our slide for today. And email addresses that you can contact us at.

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00:01:30.570 --> 00:01:36.800

Shanea Turner-Smith, MSW, LGSW (She/Her): Thank you. And I will now turn it over to Vice Dean Nunez to kick off our Odei panel.

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00:01:37.890 --> 00:01:55.399

Ana Nunez MD: Good morning, everybody. Happy August! I hope you appreciate the musical selection that was supposed to take us to the islands before we sort of come back and sort of speak of the work. We're thrilled to be with you, and we're thrilled to share about the office of diversity, equity inclusion.

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00:01:55.420 --> 00:02:24.880

Ana Nunez MD: In about 3 weeks, I will have been here 3 years, and when I sort of came here I said that my goal was to be sort of a communicator in chief, a collaborator in chief, to help you all in

terms of what we can do together. And I am delighted in a relatively short amount of time. with Covid and all sorts and all kinds of craziness. But in a really short period of time to sort out of all the work that you all, and we've been able to help.

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00:02:24.970 --> 00:02:47.729

Ana Nunez MD: In terms of moving forward. It takes not just a village, I think, but multiple villages to move a medical school and the work is in action. So what I'd like to share with you is in the course of our time today all the terrific individuals in the office of diversity, equity, and inclusion. Some who are not even yet starting, but have made time to join us.

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00:02:47.730 --> 00:03:05.160

Ana Nunez MD: And some who have joined us in just a short period of time. So you actually can see names and faces in terms of individuals with whom you can sort of collaborate. We live in terms of moving forward our mission of education, clinical care outcomes

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00:03:05.160 --> 00:03:07.939

Ana Nunez MD: as well as as

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00:03:08.540 --> 00:03:37.879

Ana Nunez MD: research and innovation, and we only do this by doing it together. And we do it on the strength of our teams. So I am delighted in terms of this. I keep doing this picture, and I have to keep making the little pictures smaller and smaller and smaller, because so many of you are doing so many good things. I'm hoping that it's gonna be one of those really cool pictures. That is a picture in a picture of sort of things in terms of having so many we can't fit it on the screen. That's our goal in terms of getting the job done. Next, please.

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00:03:39.990 --> 00:04:04.190

Ana Nunez MD: So not to overwhelm, but just to sort of highlight to you. There's a lot going on here in our office of diversity, equity, inclusion. In addition to some of our collaborators in terms of the Ctsi. We have a number of folks. That is here with you today to talk about our various sorts of units, and we certainly have a lot. Some wonderful sort of collaborators that we work with

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00:04:04.190 --> 00:04:16.230

Ana Nunez MD: in terms of additional work. So there's a lot going on, and I want to share that with you or have them share that with you. So you can understand what are some resources, what are some of the supports and ways that we can also collaborate with you next line.

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00:04:19.800 --> 00:04:21.720

Ana Nunez MD: Alright, here's us.

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00:04:22.230 --> 00:04:48.900

Ana Nunez MD: So, as I said, we have sort of our leadership team. Joy Harken is our senior administrative director, Amber Prah is our office administrator, and again, in terms of how we come to this work. I've talked to you a number of times. So I'm gonna sort of do something unusual and

not talk and turn this over to sort of the leadership team, and then we can certainly have lots of questions and dialogues afterwards. So Joy, could you share with us a little bit.

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00:04:49.920 --> 00:04:51.969

Joy N Harken: Thank you. Vice Dean Nunez.

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00:04:52.680 --> 00:05:05.289

Joy N Harken: Hello, everyone! Thank you for having us here today. So my name is Joy Harken. I am the administrative director in the office of Diversity, Equity, and Inclusion, which was founded in 2020, only 3 years ago.

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00:05:05.290 --> 00:05:13.869

Joy N Harken: I make up a third of the leadership triad along with Vice Dean Nunez and our office. Administer Administrator Amber Prah, who you'll hear from in just a moment.

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00:05:13.870 --> 00:05:37.150

Joy N Harken: Our office differs from the office of equity and diversity (oed). So that was one thing that I learned. migrating over to odei is Oed supports the broader university, and ode supports the medical school, and that was just a simple and basic aspect that I found helpful to really

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00:05:37.170 --> 00:05:55.019

Joy N Harken: understand. And so Odei has a specialized focus on the needs and nuances associated with training, recruiting, and retaining the next generation of healers. So with that, I'll hand it over to amber now to talk more about what we do and who we serve. Amber.

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00:05:55.740 --> 00:06:17.649

Amber R Prah: hey, folks? I'm amber prahl. I'm one of the newest members here in Odei. Today is day 7 for me in my tenure here. Last week we had the opportunity as a team to go up and meet with some of our counterparts on the Duluth campus. Our work sort of goes between both campuses.

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00:06:17.650 --> 00:06:29.399

Amber R Prah: and we just look to troubleshoot support, breakdown barriers. For all of our medical school departments units, and of course, our learners.

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00:06:29.400 --> 00:06:48.620

Amber R Prah: We collaborate within the broader university, the community, and then, of course, with M. Health Fairview care, delivery system. This is everyone's work. We want to meet you where you are, and we realize that we all come with different levels of understanding and comfort

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00:06:48.620 --> 00:07:12.200

Amber R Prah: around this work. And so that's where we really invite you to just reach out to us. In the chat, we're gonna put my email address, Joy email address. And then our main Odei email

address. And we just want you to reach out. If you have any questions, or any opportunity to sort of have us convene with you and troubleshoot and process ideas.

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00:07:13.770 --> 00:07:15.230

Ana Nunez MD: Thank you.

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00:07:15.400 --> 00:07:34.399

Joy N Harken: Thank you, Amber. So when we think about how we accomplish our mission, vision and values. We accomplish those through partnership. Our strength is our people. And, as Amber said, this is everyone's work. The rest of the team will provide an overview of our services and programs shortly. And you'll hear from a lot of them.

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00:07:34.400 --> 00:08:01.449

Joy N Harken: And it's through these programs that we hope to encourage engagement in our collective work that promotes inclusive excellence, equity and learning, scientific exploration, care, delivery, and a celebration of our diverse cultural experiences. Diversity, equity, and inclusion are at the heart of our tripart mission of innovative research, excellence and education and training and collaboration with communities to improve health and health outcomes.

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00:08:01.610 --> 00:08:09.059

Joy N Harken: They asked me today also to talk a little bit about how I got involved in Dei. And what's my why, so I'll share that with you. Now.

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00:08:09.280 --> 00:08:26.870

Joy N Harken: when I think about my Dei journey, I think about it as a lifelong experience. I never expect it to complete. I learn, think about, and begin to understand complex areas like social justice, dominant culture, racism and oppression. The more I have yet to learn. And that's okay.

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00:08:26.880 --> 00:08:34.210

Joy N Harken: This work must be a collective effort that should be interwoven throughout our personal and professional lives.

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00:08:34.250 --> 00:08:40.249

Joy N Harken: It should not be separate and apart from our other work. It really should be a lens that we apply throughout our work.

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00:08:40.900 --> 00:08:55.200

Joy N Harken: I've seen a positive impact throughout my career when teams and leaders focus on employee engagement and healthy work culture, focusing on engagement and culture, as we know, improves productivity, job satisfaction, collaboration, and more.

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00:08:55.430 --> 00:09:08.009

Joy N Harken: we don't see these same improvements without intentional efforts to create and sustain a diverse workforce. We fail to reach our full potential without an inclusive and equitable atmosphere and institution.

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00:09:08.140 --> 00:09:24.019

Joy N Harken: So I see employee engagement and Dei work as something we all play a part in, to reach our goals and be successful. We're here to help you in these efforts to help address inequities and be more inclusive of individual needs and be the best team possible

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00:09:24.230 --> 00:09:47.810

Joy N Harken: as the administrative director of Dei. In this office my goal is to build a strong team that can learn and grow from one another to create safe spaces, to support a diverse team that can respectfully challenge our colleagues and one another and a team that looks for opportunities outside of our office to enhance an inclusive and equitable academic institution.

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00:09:48.210 --> 00:09:56.109

Joy N Harken: I'm gonna hand it back over to amber about how you can get involved in our work and to share a little bit more about herself before we move on to the next group.

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00:09:56.710 --> 00:10:03.680

Amber R Prah: So Joy and I both came to Odei from a medical department

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00:10:03.740 --> 00:10:13.720

Amber R Prah: and prior to a few years ago, that department, probably, like most of yours, didn't have much in the way of Dei work, or a Dei committee.

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00:10:13.850 --> 00:10:31.510

Amber R Prah: She and I, together with a small core team of faculty, residents and staff, created what is now a very robust and active de and I cohort there, and I imagine some of you are like

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00:10:31.510 --> 00:10:55.269

Amber R Prah: in that same space, whether it's just in it's infancy stage of Dei work or if you're sort of more well established, and either one of those places we're here to partner with you as a group. I'm really excited about the work that the rest of our team is doing, that you're going to hear more about here shortly. And again just reach out to any of us, so that we can partner with you in that work.

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00:10:56.450 --> 00:11:21.010

Ana Nunez MD: Thank you so much. As we know in terms of this, this is about lifelong learning and so having the space that we work in be that productive space that supports us, being able to have sort of a common language and sort of understand how we get to inclusive excellence can't happen without learning and development. And so I would like to have our members from the learning and development team. Share their thoughts.

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00:11:24.530 --> 00:11:48.509

Shanea Turner-Smith, MSW, LGSW (She/Her): Thank you by Vice Dean Nunez. So yes. I introduced myself earlier. But again, my name is Shanea Turner Smith, and I'm joined by my counterpart, Matt Amundson. And we make up the learning and development unit. And you know we've been in our role now for a little over a year, and it's been really great just being able to build relationships and get to know different units and departments across the medical school community.

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00:11:48.540 --> 00:11:58.850

Shanea Turner-Smith, MSW, LGSW (She/Her): And so we just want to share a little bit about what we do and how you may be able to tap into us as a resource to help elevate the work that you're doing, as it relates to diversity, equity, inclusion.

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00:11:58.960 --> 00:12:22.910

Shanea Turner-Smith, MSW, LGSW (She/Her): Before we share what we're up to. I do wanna just spotlight a little bit of my why in dei on a personal lev. And so I'm showing up today. I'm a mother. I'm a daughter. I'm an ancestor, right? I'm thinking about the legacy of communities. Even before I leave this realm. And so

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00:12:23.200 --> 00:12:43.080

Shanea Turner-Smith, MSW, LGSW (She/Her): the training that I have, I really try to approach work by looking at how individuals and communities interact with systems. And we know healthcare is a system within society that we all need. And so through that I am always thinking about how we can create healthier communities.

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00:12:43.080 --> 00:13:10.399

Shanea Turner-Smith, MSW, LGSW (She/Her): and achieve health equity, right? And so we all have personal experiences interacting with the healthcare system for better or for worse. Right? And so I'm just so proud to be a part of this unit. And this community and coming together to think about how we can do our work better and really achieve inclusive excellence for all and with that I'll pass it to Matt to share a little bit about his personal journey before we tell you more about what we do.

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00:13:11.120 --> 00:13:30.840

Matt Amundson, MEd: Yeah, thanks, Shanea. Thank you. Everyone for being here. It's really great to be in community with you all this morning. And it's exciting for me to share a little bit about what I do and why I come to this work. I am a lifelong learner. I'm an educator. I'm hopeful. I'm a believer in the power of community and togetherness.

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00:13:30.910 --> 00:13:43.789

Matt Amundson, MEd: I also come from any place of privilege, and I also come from other corners of marginalization as well, and I've had the absolute privilege of working alongside and with and for marginalized individuals and communities.

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00:13:43.790 --> 00:14:06.880

Matt Amundson, MEd: And that work has really helped me develop a better sense of self. It's helping it develop a better sense of how we can come together in order to create something better for our world and for humanity. And I want to be part of that process, and I feel so privileged and blessed to be part of this process here at the University of Minnesota. This is a wonderful institution. I think medical school does some amazing things, and it's been wonderful the last 14 months.

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00:14:06.900 --> 00:14:29.570

Matt Amundson, MEd: I can't believe it's been 14 months to be able to work alongside wonderful humans to work with Dr. Nunez. My wonderful counterpart SHanea has been great working with her, and then everyone else you see here. This is amazing to just to be in this learning space and the Dei journey that I have been on has been lifelong, and I know that it will continue to be as Dr. Nunez mentioned.

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00:14:29.570 --> 00:14:50.120

Matt Amundson, MEd: and I know that there, that there's that there's this end result of trying to be conclusive. Right? Getting to this like, let's end racism. Let's end all the isms, and we're never going to get there. It's accepting non closure and expecting that, but also trying our darndest to get there as best as possible. So I love being part of that process. So as an educator and as a learner, I am working for that.

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00:14:50.160 --> 00:15:09.869

Matt Amundson, MEd: And with that Shanea and I are going to tell you a little bit about what specifically we do and have done in our time here together. And we're continuing to learn. We're continuing to grow and continuing to try to do new things and more things, and I'm trying to add to support everyone here at the Medical school. From students, staff faculty, whoever we have a lot of great stakeholders.

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00:15:09.870 --> 00:15:33.240

Matt Amundson, MEd: So some of the things that we do or that we have done, I should say we developed Dei foundational trainings, which fortunately, we've had a lot of people attend, and we've really enjoyed that work. That's kind of that continual growth that we get to see people be part of. So that's our implicit bias training is sort of our primary foundational training. We also work on. I bystander interventions, micro aggressions, micro affirmations.

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00:15:33.270 --> 00:15:46.780

Matt Amundson, MEd: workplace power dynamics, those sorts of things. Well, being all sorts of issues related to how can we best support our own dei journey and best support others as well. We do a lot of work to identify.

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00:15:47.190 --> 00:15:58.220

Matt Amundson, MEd: to identify opportunities for innovative and promising categories within cultural competency and global awareness. We cultivate relationships with various University, Minnesota Medical School units

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00:15:58.220 --> 00:16:22.560

Matt Amundson, MEd: to provide support and training around Dei. We do coordinate this, the Dean's lecture series. It's been really wonderful to get to know so many people in the various corners and aspects of the Dei world, and how we're moving the Needle and Dei across University, Minnesota, and especially here at the Medical school. We facilitate Dei department leader meetings and guide Dei efforts through the ready set go program which we just recently started.

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00:16:22.560 --> 00:16:32.109

Matt Amundson, MEd: And also just really wonderful, just to be able to connect with those folks who are doing the work. In more specific and direct corners of the medical school as well.

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00:16:32.110 --> 00:17:00.299

Matt Amundson, MEd: and then finally content creation. So we had, we had a great honor that this past year we got to be part of a podcast thank you. Joy for that opportunity. And we have presented at conferences, and they have other ones coming up. We develop new training content all the time based on the needs of our constituents, of all the of all our stakeholders here at the university, at the medical school. We have a learning development partnership process, where we try, where we try to work directly with different divisions and different teams.

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00:17:00.360 --> 00:17:22.510

Matt Amundson, MEd: and we have upcoming projects that we were working on, such as a canvas course training simulations train, the trainer model, and plenty of other things that are on the to do list. That you know we will certainly get to at some point. There's always something more certainly, and we love it. There's such a thirst for more learning across medical school, too, and with that she isn't. Tell us a little bit about our overall impact here to you as well.

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00:17:23.040 --> 00:17:41.700

Shanea Turner-Smith, MSW, LGSW (She/Her): Yeah, thanks, Matt. So this chart really kind of gives you some high-level overview perspective of what we've been up to this last year, right since such a short amount of time. Again, we're just so thrilled and happy that we've been able to make so many connections across the medical school. And that includes 58 training total sessions.

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00:17:41.700 --> 00:18:04.419

Shanea Turner-Smith, MSW, LGSW (She/Her): We also thinking back to those foundational training series, we've been able to do some cohort training models with various departments and units across the medical school. And so thank you. To those who've partnered with us. We've had 7 or more in that realm, and we've reached over 422 folks through all of our training sessions.

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00:18:04.420 --> 00:18:13.000

Shanea Turner-Smith, MSW, LGSW (She/Her): And so if you know a colleague who hasn't joined our training sessions, please encourage them. We would love to be a community with them.

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00:18:13.100 --> 00:18:38.060

Shanea Turner-Smith, MSW, LGSW (She/Her): We also take time to do individual consultations about what are the needs, how we can meet those needs, but also this concept of how? How are you doing in the workplace? Right? Are you feeling a sense of belonging? And so sometimes we



do check in with folks whether they're high ranking or whether they're still in the training process, right to to make sure that they're feeling a sense of belonging

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00:18:38.060 --> 00:18:59.019

Shanea Turner-Smith, MSW, LGSW (She/Her): in our community and that they are successful. And additionally, we also have had 40 plus total outreach and relationship building meetings outside of those consultation sessions. So this is a little bit of what we've been up to and we hope we can add you to the list of things that we've accomplished. In the years to come.

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00:18:59.110 --> 00:19:17.099

Ana Nunez MD: Great thanks. And I just want to be clear right? There are sets, dates that people can kind of. Just look it in the calendar and sign up for things, and you all will set up times specifically with different groups who are interested and tailored to those environments. That's that those are options for folks as well, right.

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00:19:18.600 --> 00:19:48.129

Ana Nunez MD: Yes, excellent, thank you. Alright. Well, we talk about all stakeholders. That means faculty staff, students, trainees, and to talk about our staff. Sort of imprint, and the fabulous thing that's happening here Shawn Jarvis is able to join us Maryanne Reilly-Spong is making us jealous by putting her toe in the Pacific Ocean. But I'm sure she's thinking of us. No, but Shawn is. Gonna tell us a little bit about SADI Shawn.

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00:19:48.610 --> 00:20:04.980

Shawn P Jarvis: Good morning. Thank you. Yes, my name is Shawn Jarvis. I am the 2023 chair for Sadi. If you've not heard of us before that stands for staff advancing diversity and inclusion a little bit about my why is, it's kind of been a wholesome part of

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00:20:05.150 --> 00:20:25.150

Shawn P Jarvis: my professional journey. I've always been involved in some sort of identity based affinity group or employee network throughout my entire career. So I was excited to be invited to participate. And Sadi back in fall of 2019. We've had exponential growth since then, and it's been definitely a key part of

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00:20:25.280 --> 00:20:44.779

Shawn P Jarvis: of my journey, especially cause, I believe in everyone having the opportunity to participate, but also to come to work as them host as their whole self, to really just be fully present in the in their job every day. So who is Sadie? We are actually, most importantly, a group of volunteers. None of us are actually paid to do the work of Sadie. We all come to the table

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00:20:44.910 --> 00:21:11.260

Shawn P Jarvis: outside of our day to day job duties. We are made up of our Leadership committee has 34 members between our Subcommittee and Leadership Committee. We represent 20 departments across medical school and have representatives from both the Twin cities and with campuses. At this point. Our mission is, we are dedicated to providing valuable learning and engagement, opportunities, resources and support options for medical school staff.

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00:21:11.260 --> 00:21:22.960

Shawn P Jarvis: As I mentioned, we have a leadership committee. Our job really, truly is to come up with our vision and our strategy, and do and support our subcommittees in the very important work they do. They have the bulk of the work of Sadie.

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00:21:23.210 --> 00:21:43.109

Shawn P Jarvis: Our events and Education Committee subcommittees actually are busiest. They plan a some sort of educational opportunity every single month. Some of those include our connect and learn which is a journal club style this year. So far they've talked about things such as anti-semitism, environmental justice, and intersectionality.

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00:21:43.250 --> 00:22:03.550

Shawn P Jarvis: We do host a hot topics forum where it's truly let's talk about what's going on in the headlines, and that's every third month coming up in August as our next one. And we look at what's trending, and we just have an open conversation about those items. So far this year we've talked about this code and affirmative action case. We've had a heart Mel, heart health ones feature back in February

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00:22:03.830 --> 00:22:05.460

Shawn P Jarvis: and

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00:22:06.630 --> 00:22:29.640

Shawn P Jarvis: and then we have one coming up in August, and we don't know what's in the headlines yet, so we haven't determined those topics. And then, of course, we do quarterly workshops. This year we are partnering with Matt, and who have been fabulous to work with. We have really looked at. What do? What do staff want? What are they looking to learn more about and tailored our workshops? Specifically to that? So our first one or

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00:22:29.640 --> 00:22:45.679

Shawn P Jarvis: our last one actually was, how academic healthcare hierarchy maintains institutional racism. So some very vulnerable conversations that really good ones that staff are actually asking for to dive into, and then to not miss out on my recruitment and development and retention subcommittee.

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00:22:45.680 --> 00:23:09.930

Shawn P Jarvis: They are really here to help with the hiring and developing and retaining of diverse staff, and some of that includes, you know, their highlights are just coming up with best practices and resources. On how do you write a more inclusive job posting to attract, you know, all, all experiences to bring to this table. And then they also lead our affinity, our identity based affinity groups. Currently, we have 3,

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00:23:09.930 --> 00:23:24.059

Shawn P Jarvis: and that would be the Lgbtqi plus the Latinx and neuro divergent committee groups. We're looking to expand that. So if you have a group you're interested in, let us know, and we will figure out how we bring that to the table and keep that moving forward.

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00:23:24.080 --> 00:23:32.430

Just a couple of accomplishments that we are very proud of is one we've been in existence since 2,015. We started grassroots, and we remain there.

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00:23:32.500 --> 00:23:51.370

Shawn P Jarvis: This year we were invited to participate in the 2023 Robert Research Day, which is put on by the Department of Medicine. We were invited to do an informative poster which was very exciting for us. We've also developed an inclusive zoom guideline document which is listed on our website.

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00:23:51.370 --> 00:24:07.949

Shawn P Jarvis: We're working on the hiring practices resources. And then this year, one of the things we're really focusing on is the Dei goals pilot. And this is truly about bringing people to the table to encourage Staff to have one of their goals and their performance appraisals centered around Dei.

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00:24:08.380 --> 00:24:12.499

Shawn P Jarvis: And the idea here is that if it's in your appraisals goal.

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00:24:12.570 --> 00:24:27.620

Shawn P Jarvis: and hopefully you'll be supported with time to do that work, whether it's attending a Sadi event or participating in some other committee, or just taking the time to learn. We have 9 supervisors and 7 individual contributors participating in that pilot. So far

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00:24:27.640 --> 00:24:36.720

Shawn P Jarvis: we have some work still to do. We're still hearing that time is a problem, and funding is a problem. But at least now we can kind of focus in on that and help provide resources there

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00:24:37.210 --> 00:25:06.879

Shawn P Jarvis: and then. In 2022 we actually track. How many people attend? How many hours would be things that we do for Sadi. And we actually 10 medical school staff who participated in over 10 h of educational time with Sadi. So we were able to recognize them with a certificate. We're continuing that this year, and our trend is definitely 100 times more than that now. And it's really great to see how many people are putting in the hours from their day to spend with Sadi doing the work of Dei.

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00:25:07.790 --> 00:25:19.729

Shawn P Jarvis: and lastly, take action. So we invite you to come in and just hang out with us. Come where you're at the table. Maybe you don't want to do all the reading or talk about the reading. We do a connect and learn. It's okay to come and listen.

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00:25:19.810 --> 00:25:24.460

Shawn P Jarvis: Come to the hot topics, Forum, and talk about what's there with, you know? Where are you at with things.

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00:25:24.570 --> 00:25:35.520

Shawn P Jarvis: Maybe you want to do more. We will be opening recruitment for more people to join our committees in late August. Join one of our affinity groups. However, you're at. Come, meet us, and we'll welcome you in.

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00:25:36.080 --> 00:25:48.730

Ana Nunez MD: Thank you, Shawn, all right, and we're gonna move shift in terms of sort of our research focus. I have the opportunity to introduce our associate Dean for foundational research and gender equity, Dr. Kris Hogquist.

92

00:25:53.940 --> 00:26:23.300

Ana Nunez MD: So we actually have put the intro in the chat. We were hoping to go through this slide. But there is a so much background noise and so bear with us. We are hoping to have another opportunity. But, Vice Dean, did you? Wanna maybe highlight anything on the slide as a resource we. We work with a number of investigators and research staff. As they look to address sort of funding opportunities. Whether it's a

93

00:26:23.300 --> 00:26:41.799

Ana Nunez MD: or p 50 applications. Many of applications now are asking how we're going to do workforce diversity, and we're here to help you as well as developing tools to be able to do that. We collaborate with our colleagues and faculty affairs as well as in research. To address some of these important issues.

94

00:26:41.800 --> 00:26:59.539

Ana Nunez MD: Want to go to the the next slide, and then we can sort of have Dr. Hogquist weigh in in the QA. Our center for women in medicine and science again. I am delighted to introduce our center C. Wms. Director, Dr. Michelle Roe and her Administrator Vanessa Hemmingsen.

95

00:26:59.730 --> 00:27:12.179

Ana Nunez MD: yeah, good morning, everyone.

96

00:27:12.380 --> 00:27:40.199

Dr. Michelle Rheault (she/her): But I'm Michelle Rheault. I'm a pediatrician and a pediatric nephrologist, and I'm the director for the Center for women in Medicine and science, and our we are a group of individuals within the medical school who are interested in supporting and facilitating leadership and professional development opportunities to achieve gender equity, diversity, inclusion within the medical school. So we create training and support programs. We review data.

97

00:27:40.200 --> 00:27:51.149

Dr. Michelle Rheault (she/her): about gender equity and we encourage institutional change with a goal of really creating an environment that allows women and gender diverse individuals to excel in their jobs.

98

00:27:51.210 --> 00:27:53.269

Dr. Michelle Rheault (she/her): So we are

99

00:27:53.630 --> 00:28:20.480

Dr. Michelle Rheault (she/her): up. We're about 55 to 60 women working on 4 action groups. And they were named very purposefully as action groups. Because we don't just wanna sit back and and review and complain about the roles of women in medicine. We actually wanna create change. So we have 4 action groups. The mentoring group is led by Dr. Onchurch in radiology retention and recruitment is led by Deanna teo from obey. N.

100

00:28:20.510 --> 00:28:33.130

Dr. Michelle Rheault (she/her): Salary, resource and leadership. Equity is led by Sima Patel from Neurology and the Promotions Committee. Is led by Dr. Ariella Marshall, and she will be joining the Department of Medicine at the end of this month.

101

00:28:33.890 --> 00:28:48.640

Dr. Michelle Rheault (she/her): I started to get involved. In equity work about 10 years ago, and as a medical student even as a pediatric resident, I didn't really pay much attention to gender equity, because.

102

00:28:48.640 --> 00:29:10.079

Dr. Michelle Rheault (she/her): you know, my medical school was 50 women and pediatrics where a lot of women it was only when I started to get to that mid career stage and started to be seated, seated at tables and in Zoom Rooms where I might be the only woman there that I really started to to reflect and and look on some of the challenges that that women have

103

00:29:10.080 --> 00:29:19.639

Dr. Michelle Rheault (she/her): in medicine and science, and wanted to be part of the solution. And in lifting other women up into some of these leadership roles.

104

00:29:19.920 --> 00:29:27.160

Dr. Michelle Rheault (she/her): So that's a little bit about me. Now I'm going to throw it to Vanessa our administrator, who will introduce herself as well.

105

00:29:28.310 --> 00:29:33.879

Vanessa Hemmingsen: Hello, my name is Vanessa. As Michelle has said, I'm the administrator for cwims.

106

00:29:33.910 --> 00:29:46.349

Vanessa Hemmingsen: I started back with my undergrad degree. I started program called Conversation Partners, and that was working with immigrant students to learn the English language as well as little bits about American culture.

107

00:29:46.430 --> 00:30:08.669

Vanessa Hemmingsen: From there I feel like my interest in medicine, and science has grown, especially being a woman. I feel like cwims was the perfect fit for me, as my interest has evolved as well as being fine-tuned. So that's who I am, and I'm gonna pass the pack to Michelle to explain a little bit more about the events we put on some of the activities and things that we are currently working on as well.

108

00:30:10.740 --> 00:30:37.289

Dr. Michelle Rheault (she/her): Alright. So each of our action groups has a number of activities that they work on or projects throughout the year. One big one that's coming up is our fall retreat. We have 2 events every year, one in the fall and one in the spring, where all of our action group members, and then we open it up to the general community as well. We have one on September 28, and you can sign up for that now. Everything is free. Everyone is welcome. You do not have to be a woman to attend

109

00:30:37.290 --> 00:30:46.200

Dr. Michelle Rheault (she/her): and we're going to be talking about team science. So how do, we work in teams? How can we bring everyone together in teams? So I hope to see all of you. There.

110

00:30:46.520 --> 00:31:08.590

Dr. Michelle Rheault (she/her): We also have a distinguished women in Medicine and science series. So these are women who are sponsored by a department to come and give a major talk or grand rounds, and what we do is we pull them away for an hour, and we have them give a presentation to our C whims. Group and the general the general faculty about their

111

00:31:08.590 --> 00:31:29.470

Dr. Michelle Rheault (she/her): journey as a woman in medicine and science. And this is a way for us to learn from other women's journeys. And really just to share experiences. So if you have a woman who is giving a presentation to your department, please apply for a cwims. Award. We. There is a grant that comes along with that

112

00:31:30.400 --> 00:31:52.509

Dr. Michelle Rheault (she/her): we also sponsor a couple of year long cohorts. The first is a early pathways to career success cohort. And this is to help women who are just starting out in their careers to really develop a sense of community and a support network to help them through those. You know that initial, very difficult time in academic medicine when you're just starting out.

113

00:31:52.510 --> 00:32:01.949

Dr. Michelle Rheault (she/her): So this is a group. A small group that meets monthly, and they learn very practical things about academic medicine. You know, from hr to

114

00:32:01.950 --> 00:32:23.849

Dr. Michelle Rheault (she/her): how to submit a grant to more community building where they learn, you know. How do? How do you navigate finding childcare in the Twin cities. How do you? You know, deal with requesting time? Off with your boss. So those are all things that that that we work on through the early pathways cohort.

115

00:32:23.850 --> 00:32:45.489

Dr. Michelle Rheault (she/her): and this cohort is open for applications for next year. So if you are in your first year or 2 of your career. Please don't hesitate to sign up for that and join us. There is also an all gender cohort that is offered through the office of faculty affairs, so that is available as well. If that is something you would be interested in.

116

00:32:46.280 --> 00:33:09.780

Dr. Michelle Rheault (she/her): We also have a mentoring cohort that's going to be new. This is for individuals who are learning to improve their mentoring abilities. So this is for people who are. Maybe they're mentoring fellows. They're mentoring early career faculty. And they just want some help being better at it. I think we all can use a little bit of help with that.

117

00:33:09.780 --> 00:33:26.319

Dr. Michelle Rheault (she/her): So this is going to be a similar cohort to early pathways. We're going to meet once a month. We're going to learn from the experts and mentoring, you know. How do you establish that mentoring relationship? How do you follow up? How can you? How can you help people? What are some of the barriers to run into?

118

00:33:26.890 --> 00:33:51.509

Dr. Michelle Rheault (she/her): And then we on our website, we have a letter of recommendation. Toolkit very important for women and gender diverse individuals to be nominated for awards. We know that overall women don't receive awards in medicine at the same rate that that men do, and some of that is, you have to be nominated if you're going to win the award. So we try to make it easy to nominate people.

119

00:33:51.640 --> 00:34:11.830

Dr. Michelle Rheault (she/her): We have a letter of recommendation toolkit. There are templates that you can use. There are best practices. And this is all available as well. And then we of course, we're academics. So we want to make sure that we publish and disseminate the work that we're doing through manuscripts, so we often will rate these up and publish them as well.

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00:34:12.239 --> 00:34:23.029

Dr. Michelle Rheault (she/her): And we have a QR code that will bring you to our website, and I'll also put a few links in the chat once I'm done talking here, so we hope to see you all at our seals events.

121

00:34:23.219 --> 00:34:51.939

Ana Nunez MD: Great. Thank you, Dr. Rowe. Very cool, very cool stuff. We're gonna shift here and talk about another sort of important sort of stakeholder, which is our medical students. And I want to introduce our associate Dean for medical student Dei. She is so motivated that she's here before

she's here. Dr. Sam Agudu does not join us until September, but she has made time to join us with the fabulous center of multiculturalism and affairs team

122

00:34:51.940 --> 00:34:57.370

Ana Nunez MD: Dr. Khendum, Gybak and Isaiah Nolan. And so I'm going to turn it over.

123

00:34:57.370 --> 00:35:05.340

Ana Nunez MD: Who am I gonna turn it over to Kendom. I think it's handing to you right? And or or Nadia, please go ahead. Once. Start. Dr. Sam. Agudu wants to say, Hello.

124

00:35:05.770 --> 00:35:29.000

Nadia Sam-Agudu: okay, Hi, everyone. And good afternoon. I'm in Ghana. And I'm actually packing for a trip. So indulge me if I run out after this introduction. So yes, I do not start in my position until the 31st of August. But since this was happening I was happy to join in and make a few comments.

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00:35:29.620 --> 00:35:32.440

I have not met the team members that are

126

00:35:32.740 --> 00:35:40.399

Nadia Sam-Agudu: on here with me Doctor Gyabak, and then Isaiah Nolan, but I'm sure we'll meet soon. I just wanted to see

127

00:35:40.940 --> 00:35:57.429

Nadia Sam-Agudu: I did train at the U, and so so I'm sort of coming back after many years of not being in the system, and Hi Michelle, I remember Michelle from my Residency days, and as a II trained there as a resident and and so some of the things that

128

00:35:57.750 --> 00:36:02.260

would be salient at least for med students and people in training.

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00:36:02.350 --> 00:36:15.259

Nadia Sam-Agudu: I think that I can bring to 4 and make things better in terms of attracting Med students and keeping Med students and having them get all the support they need to succeed.

130

00:36:15.580 --> 00:36:32.530

Ana Nunez MD: And so I would that I'll just say Thank you for giving me this few minutes to talk and hand it back to the. Thank you so much. We're delighted to have you join us, and we will let you get back to your packing, and we'll have fun whenever you get here so safe, travel back.

131

00:36:33.190 --> 00:36:50.470

Dr. Gyabak (She,Her) | CMAE: Thank you. Nice to meet you, Dr. Nadia. Well, I'm so humbled to be in the company of distinguished colleagues. I'm also just 3 weeks old in my role. And would, I see, as we are trying to ideate the vision and mission of our center.



132

00:36:50.960 --> 00:37:18.010

Dr. Gyabak (She,Her) | CMAE: I think the core of what we are trying to aim at is to help our medical students are underrepresent medical students. Try not to provide medical school education, and we do recognize that they are number of barriers even prior to even starting medical school. So what we are aiming to do is develop programming efforts, partner, with our sister units across the

133

00:37:18.010 --> 00:37:33.650

Dr. Gyabak (She,Her) | CMAE: campus, but also in our communities to engage and develop professional development pathways for our students. I think shiny if we could have some of the text being shared in our slides.

134

00:37:36.540 --> 00:37:37.260

Ana Nunez MD: what

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00:37:37.760 --> 00:37:41.190

Dr. Gyabak (She,Her) | CMAE: I don't have control of our slides.

136

00:37:42.100 --> 00:37:47.170

Dr. Gyabak (She,Her) | CMAE: There we go. Oh, thank you. So we have some text to go. So

137

00:37:47.600 --> 00:38:10.339

Dr. Gyabak (She,Her) | CMAE: we are, promoting specific sense by facilitating professional opportunities, really advocating on behalf of our students, working alongside student affairs, admissions, and really bringing in a critical framework of flexibility and care of how we address and support our students and some of our initial

138

00:38:10.340 --> 00:38:19.509

Dr. Gyabak (She,Her) | CMAE: action steps that we are starting almost with Isaiah is, we are revamping the di student ambassador pro mentoring program.

139

00:38:20.120 --> 00:38:42.029

Dr. Gyabak (She,Her) | CMAE: We are also building capacity for our student family groups. So, aside from just wanting to attend a conference, we are developing intentionally intentional programming so that they are able to also develop their position, identity, professional development, identity as they are running their organizations and engaging with their peers.

140

00:38:42.390 --> 00:39:11.530

Dr. Gyabak (She,Her) | CMAE: in my short time here identify that there's a need for students to have a community space. So we are developing a community resource hub, a dashboard space where they be able to access scholarships, financial aid, and any other opportunities that might be available to them. And I'm going to pass it over to Ica to introduce himself and maybe share some words about some of our initiatives.

141

00:39:12.340 --> 00:39:13.950

Dr. Gyabak (She,Her) | CMAE: Pass it over to you.

142

00:39:14.670 --> 00:39:30.970

Isaiah Nolan: Hi, everyone! My name's Asano, and I'm the new program manager here in the center of multicultural affairs and engagement. I've been here for lengthy duration of 8 weeks now. But I bring prior experience in student support services. And student group advising

143

00:39:30.970 --> 00:39:55.239

Isaiah Nolan: I've had the pleasure with working Dr. Guy back for the last few weeks. Really excited for what our center is, gonna be able to accomplish. In the next year and coming years. To touch a little bit more on some of our programming. You know, we have current. We're currently revitalizing the diversity equity inclusion student ambassadors program. This program started last winter to better serve and to better serve our student ambassadors.

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00:39:55.280 --> 00:40:02.340

Isaiah Nolan: We are working to realign the programming with their individual goals. This is a really exciting initiative for us.

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00:40:02.680 --> 00:40:04.000

And also

146

00:40:04.300 --> 00:40:22.970

Isaiah Nolan: we're looking at continued capacity building for our student Sydney groups. We identify the need to better support our student groups on campus. Kind of like Dr. Guybeck has mentioned. This includes things such as professional development, help facilitating events, providing funding resources and overall group support.

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00:40:23.630 --> 00:40:27.280

And I will pass that to Dr. Guybeck if she has anything more to add.

148

00:40:32.100 --> 00:40:33.680

Dr. Gyabak (She,Her) | CMAE: I think

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00:40:33.770 --> 00:40:37.440

Dr. Gyabak (She,Her) | CMAE: I think we can take questions later. But

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00:40:37.490 --> 00:40:54.339

Ana Nunez MD: yeah, we'll take. We'll take questions at the end. Absolutely. Let's thank you very much. let's move on. And we're gonna talk a little bit about the center. Alright just delighted to introduce to your associate Dean of Dei, or associate Dean for native health. Doctor Mary Owen, and the work at the center.

151

00:40:55.560 --> 00:41:12.949

Dr. Owen: Thanks, Dr. Noon. Yes, and I think that I, looking around here, might be the longest 10 year person. And on this panel I've been here like Dr. Sam Agudu. I went to medical school here and Residency here so 9 years in the center, but many years before, and

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00:41:13.050 --> 00:41:18.869

Dr. Owen: came back. Minnesota must have something going, because I left the great State of Minnesota or Alaska to come here, so

153

00:41:19.000 --> 00:41:41.930

Dr. Owen: I don't know. Maybe it's the cold. I'm not sure what I'm coming for. But anyway, here we are. The center is supporting the Native American Mission of our Medical school. Not everybody's aware of that. But it's now a mission, and I think, as in my mind, it's been a mission for this medical school, the entire medical school, both campuses forever. But certainly it's been supported most on the Duluth campus through the center. But

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00:41:41.930 --> 00:41:49.170

Dr. Owen: we have a long history. The first class of students who came out of the Duluth class included Dr. Alan Johns

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00:41:49.490 --> 00:41:53.909

Dr. Owen: and one other native physician, Dr. Johns. I know, because he was one of my deans.

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00:41:54.080 --> 00:42:22.300

Dr. Owen: So again, we've been supporting it. You can see this primary ways on this panel or on this slide here that we support students now with premedical school programs and medical student programs. But there are. There's a lot of work in the background. Probably, as far as our success is one of the most we're excited. One of the areas that we're most excited right now is that we just hired an assistant director who is on the bottom of your screen. I believe in mind Dr. Dionne or Amanda Dionne. Please welcome her. Yay, Amanda.

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00:42:22.300 --> 00:42:37.210

Dr. Owen: She is going to be the face of our center in the twin on the Twin Cities campus, and we do have space. Now. There is a room on that, I understand. Used to be the emergency department in the medical school me many years ago.

158

00:42:37.400 --> 00:42:48.480

Dr. Owen: but it is in that hall that goes between Moose Tower and Mayo. So we're hoping to have a grand opening sometime in November, with some ribbon cutting, and all the fancy stuff that you do around these events.

159

00:42:48.720 --> 00:42:54.189

Dr. Owen: So in addition to Amanda, we also have a phenomenal woman named Kirsten

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00:42:54.310 --> 00:43:11.949

Dr. Owen: Kirsten Olson on our team. She is our the center of our little hub, and is a social butterfly who is great for supporting our students that you can see on the big in the middle, some of whom you can see in the middle of the panel, wearing their first time ever

161

00:43:12.440 --> 00:43:15.169

Dr. Owen: star quilts that were

162

00:43:15.670 --> 00:43:38.630

Dr. Owen: generously donated through a foundation. There are so many things to talk about, but I do need to tell you about our staff. So krysten arranges everything again. The office flows around to hear her. So if you call the center you'll reach Kirsten. The next person to talk about is Mangan Golden, and she is our research coordinator. She's getting a Phd. In indigenous public health so

163

00:43:38.790 --> 00:43:59.529

Dr. Owen: pretty, exciting all the information and all the skills that she's bringing to the center. She is doing evaluation. People don't realize that the center is very involved in research. We do that as much as we do education. And she is our evaluator. Combining education and research. We are, as some of you know, the center is part of the

164

00:43:59.940 --> 00:44:05.519

Dr. Owen: leadership of the new impact indigenous impact curriculum.

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00:44:06.130 --> 00:44:28.940

Dr. Owen: So Mangan is helping us evaluate the impact of that curriculum. And that curriculum is can't be overstated, that impact across the nation of this curriculum that we're about to launch. It's over a hundred hours on native health. Nowhere in this country do they even come close to that. And, in fact, I believe in the world we might be second

166

00:44:28.980 --> 00:44:52.129

Dr. Owen: as far as number of hours that we're able to give. So it's amazing that the University of Minnesota is launching this, and it's exciting to be here. In addition to our work for native health, we very much support Dei efforts, and, in fact, are leading the charge here on the Duluth campus to support our incoming students of color, and any student, for that matter, who feels marginalized or minoritized.

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00:44:52.130 --> 00:44:59.550

Dr. Owen: we don't have much time to get to question. So let me just end with this this Friday. I am going to a repatriation

168

00:44:59.660 --> 00:45:07.450

Dr. Owen: S. Celebration. We're going to a universe or a museum in Saint Paul. I believe it's a Minnesota

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00:45:07.490 --> 00:45:08.630

Dr. Owen: Museum.

170

00:45:08.980 --> 00:45:33.919

Dr. Owen: and I can't remember the exact name, but they have had for years. A tunic from my tribe. It's from the Killer. Well, plan. And because of Nagp Pro, the native American Grazing Repatriation Act, we get to get that back, and I would show you a picture if I were able to. But it's a picture of a man from my tribe wearing that tunic at one of our ceremonies. We also consider our tunic to be part of who we are, we call it, and it is our

171

00:45:33.920 --> 00:45:44.509

represents our ancestors. So I'm joining this work. I think a lot. I know Amanda feels this way, too. We're joining this work because there is no there, there's not. What else would you do

172

00:45:44.510 --> 00:45:56.090

Dr. Owen: if you're not doing this work. I grew up in a family of activists and justice workers. And in my mind, that's why we're here to support and uplift other people. And this work continues

173

00:45:56.530 --> 00:46:02.679

Dr. Owen: through Dei, and that's why I belong to it. So thank you, Dr. Nunez, for inviting me to your amazing panel here.

174

00:46:02.720 --> 00:46:22.519

Ana Nunez MD: Oh, well, thank you, and thank you for all the and wonderful work that you do. Dr. Owen also doesn't, hasn't shared, but she is sort of a national figure in terms of leading change and innovation. And we're really delighted to have her as well as our other wonderful members, sort of joining us next slide, please.

175

00:46:23.780 --> 00:46:25.419

Ana Nunez MD: So we do with

176

00:46:25.470 --> 00:46:38.240

Ana Nunez MD: we collaborate with all of you, and the list goes on and on, but just in terms of our di departmental leads our deic committee that in addition to having students and trainees also include staff.

177

00:46:38.240 --> 00:47:02.310

Ana Nunez MD: our office of research in the medical school, our graduate research education, our colleagues at the Ctsi Macassan Cancer Center, our colleagues at Ump in terms of Dei office of medical education, with their pipeline and pathway programs or office faculty affairs, university office of Equity and diversity. All these folks we collaborate with and try to sort of share with you about sort of information.

178

00:47:02.320 --> 00:47:24.639

Ana Nunez MD: Some of the things you may have heard during our time together from our amazing team members here is about creating together a system where people thrive where we have opportunities, support engagement that we've iterative learning. And we experiment to kind of come up with new solutions for unwelcome challenges. Right? We have impacts, not just as an individual, but as group.

179

00:47:24.640 --> 00:47:53.200

Ana Nunez MD: In addition to fellowship in clinical medicine, we talk about quality improvement. We want to sort of keep moving forward in terms of doing that. In education we talk about regenerating the curriculum in an iterative way to get better and better in research. We try to seek truth. That's always just a little bit further than our hands can reach, and as we get closer it sort of moves further away. But we keep seeking it. It's the process of better of sort of using sort of our ideas to have sort of that sense of belonging

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00:47:53.380 --> 00:48:06.600

Ana Nunez MD: engagement and a productive work environment for all of us. And as you've heard, this is all of our work. This isn't just some of our work. This is all of our work in terms of sort of step by step, innovation towards excellence.

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00:48:06.600 --> 00:48:30.469

Ana Nunez MD: And so I really appreciate all of our amazing team members. And I appreciate all of you, because again, we can't do this. If we don't do it together. So we'd love to come and help. We'd love to help give you some technical support in terms of the work that you're doing. We sort of joke in terms of saying that sharing is caring. So send us pictures. Tell us the good stuff you're doing. So we can include this on our newsletter.

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00:48:30.470 --> 00:48:54.550

Ana Nunez MD: Because again, you know, I was told when I came to Minnesota that Minnesotans don't brag but I'm a transplant, so I'm happy to brag about you in terms of your wonderfulness. So please send. Send this information so that we could do this and uplift and help you in terms of how you're working towards better. We do have one question that came in advance that talked about. How can we do various sort of

183

00:48:54.570 --> 00:49:05.859

Ana Nunez MD: programs to enhance opportunities for folks that are sort of disadvantaged? There are quite a number of them. Our office is actually trying to work to sort of see what all they are.

184

00:49:05.990 --> 00:49:29.839

Ana Nunez MD: We do do a lot of technical capacity support for our folks who are writing research grants to help in terms of sort of both their innovation of these programs and support in terms of attaining funds to do so. Some of our programs are actually from philanthropic support. In the department of Urology. We have the fellows.

185

00:49:29.840 --> 00:49:53.110

Ana Nunez MD: I'm gonna mess up the name, so I'm not gonna say it. But it's it's sort of a husband and wife team who are alumni from here, who've given support for disadvantaged students who don't have departments of urology so that they can come for a week and learn about sort of their opportunities and decrease some of those barriers and increase access, which is what we're all about in terms of having everybody sort of come on board.

186

00:49:53.110 --> 00:49:54.420

Ana Nunez MD: So

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00:49:54.460 --> 00:49:58.000

Ana Nunez MD: are there any questions

188

00:49:58.020 --> 00:50:07.110

Ana Nunez MD: outstanding that we have here? Is, oh, okay. So har, Dr. Owen, this one's for you.

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00:50:07.390 --> 00:50:16.099

Ana Nunez MD: Sahar Lati embrun hopefully, I'm getting that close to right. So just curious is rheumatology part of the native health curriculum.

190

00:50:16.740 --> 00:50:41.700

Dr. Owen: So we probably will talk about rheumatology. Given its presence. It's strong presence, and both among the Anishinabe well, particularly rheumatoid arthritis. But autoimmune diseases in general among the Anishinabe, and my own tribe actually the main outcome that I'm hoping for with the curriculum. It's a 2 year curriculum is that students are prepared at the end, in addition to their clinical skills. They also have the skills to engage

191

00:50:41.700 --> 00:50:56.889

Dr. Owen: research policy making clinical change and system system system systemic change for native and on behalf of native people, or, for that matter, any other population. So that's the end goal. There will be talks, though, on specific health issues. Thank you for the question.

192

00:50:56.890 --> 00:51:26.340

Ana Nunez MD: yeah. And please make a point in terms of sort of visiting the garden outside of the back and bakken spirituality center, because there's work in terms of transforming that so far as indigenous opportunities from a grant that one of our students has put together. And we're sort of doing this in a team based way in terms of moving things forward. I will share with you that in addition to the and the, we also have wonderful work in our office, medical education, pipelines and pathways.

193

00:51:26.340 --> 00:51:48.479

Ana Nunez MD: We have a BA. To MD. Program. So if those wanna folks want to come in terms of mentorship. There's opportunities for some of these talented students to get to know them and help them as they make their way. We also have additional work in terms of amazing work at our Duluth campus, so far as opportunities for native students getting a masters in science as well as a premed post back

194

00:51:48.480 --> 00:52:02.889

Ana Nunez MD: and some groundwork that we're doing in terms of medic to Md sort of programs. So there's a lot happening, and if you don't. Don't just reach out to us, and we're happy to sort of make those connections and help you. And if you have a great idea, feel free to sort of let us know.

195

00:52:03.160 --> 00:52:14.030

Ana Nunez MD: Alright! We have 5 min to spare anything else for the good of the Cause team. Anybody else wanna say anything before we invite people to start their morning.

196

00:52:14.850 --> 00:52:18.880

Ana Nunez MD: We did have a question that came in. If you wanna look at that

197

00:52:19.150 --> 00:52:30.109

Shanea Turner-Smith, MSW, LGSW (She/Her): the question is, are there research groups that have networked together to brainstorm on how to bring more inclusive study populations into their research. So whoever would like to take that one on

198

00:52:30.240 --> 00:52:50.979

Ana Nunez MD: that is a great question. I do think that there is an appetite for that. There may be some folks. Sue Iverson rose, I think, is on our call, or at least was, and sort of has done some work. Dr. Michelle Allen also done work in this. Our colleagues at the Ctsi in the search unit.

199

00:52:50.980 --> 00:53:15.570

Ana Nunez MD: Do network together. In terms of of some of this work. And at the Cts. I. We are creating this Dei catalytic collaboratory to be able to sort of do some of this kind of work. So I don't think it's a plug and play. But again, at 3 years. I can't say that I know everything about everything. So if there is information, someone please share but it is something that we care about in terms of having opportunities

200

00:53:15.910 --> 00:53:31.660

Ana Nunez MD: to be inclusive to all populations across the whole State, which means both urban and rural, as well as sort of diverse populations and having it be bidirectional, so that we have these communication so that we have the better ideas that we haven't even thought about yet.

201

00:53:31.660 --> 00:53:47.900

Ana Nunez MD: And figuring out ways on how we sort of can grow our sort of you know, patient scientists are sort of folks who collaborate with us in terms of getting that done. So, to my knowledge, it doesn't exist yet, but it is absolutely an area of interest. Great question. Thank you.

202

00:53:48.110 --> 00:53:56.110

Shanea Turner-Smith, MSW, LGSW (She/Her): We had one more that just came in. Thanks. Feisty can physical therapy students participate in this 2 years of learning?



203

00:53:57.000 --> 00:54:11.449

Dr. Owen: I think they're referencing the impact course. Dr. Noon, yes, and so the impact curriculum is unique to the medical school, and it's there are 5 branches, actually, or besides 4 others, including native.

204

00:54:11.760 --> 00:54:37.269

Dr. Owen: or in addition to native. And it's rural Lgbtq, urban and migrant populations, refugee migrant refugee populations. And it's again being just started in the medical school. So if it takes off, I can imagine we want to spread it. Another play. Other health professions throughout the throughout the A/C. Or the Academic Health Center, now called the Waka. But and we'll have to pilot it here first. So thanks for the question, love the enthusiasm

205

00:54:37.970 --> 00:54:47.970

Ana Nunez MD: and just general learning and development that's available to all of our members of the medical school, including our physical therapy folks. And so that's that's available to everybody.

206

00:54:48.880 --> 00:55:14.669

Ana Nunez MD: Here we go. Sue Everson Rose talks about, has level projects, recruiting from diverse communities, both challenges and successes. And gave an email their at Umd Edu to connect and and other information, so far as sort of Cti. And the work that we're doing in Dei. You're welcome to sort of reach out to me, Nudi, as 170

207

00:55:14.680 --> 00:55:20.029

Ana Nunez MD: at Umnetu, and Dr. Hoquist is adding some more information. Great! Thank you.

208

00:55:20.480 --> 00:55:35.269

Ana Nunez MD: Alright. Now beautiful. Everybody has done such a great job. We are at time. You maybe get like a little half a minute back. I want to thank this amazing group of individuals. I'm privileged to have in terms of doing the work. This is, you know, the

209

00:55:35.270 --> 00:55:57.810

Ana Nunez MD: the, the the dream is the team in terms of getting this done, and I appreciate all the hard work, the dedication in terms of that. This is how we get towards inclusive excellence. And I wanna thank all of you in terms of showing up every day when it's easy, when it's hard, sort of coming on back, sort of saying it's August, and I'd rather be playing at the beach. But I'm here and joining us in terms of what we'll be up to next

210

00:55:57.810 --> 00:56:01.799

Ana Nunez MD: in terms of moving that needle. Thank you very much, and have a terrific

211

00:56:02.090 --> 00:56:03.709

Ana Nunez MD: take care, bye, everybody.

212

00:56:06.160 --> 00:56:29.929

Matt Amundson, MEd: Final note. A one question. Survey will appear in your web, Browser. Immediately after ending the Zoom session. Please take the time to complete the survey, to inform us of future presentation topics, and reminder that the session was recorded, and will be shared within 2 days to all those who registered for the event otherwise recording could be found under the Education Training Tab of the Odei website. And please save the date. The next things lecture series. Session will be on Wednesday, September thirteenth.

213

00:56:29.930 --> 00:56:38.940

Matt Amundson, MEd: with presenters, Dr. Betsy Murray, Dr. Sagana, Salamiya, Dr. Katie Lingress, and Dr. Brian Methulia discussing Dei Threads so we hope to see there.

214

00:56:40.400 --> 00:56:44.030

Ana Nunez MD: Thank you. Thanks. Everybody. Appreciate it. Great job!