Vision

The Office of Diversity, Equity, and Inclusion at the University of Minnesota Medical School, Department of Medicine, envisions a future where diversity, equity, and inclusion are deeply embedded in every aspect of our academic community. We aspire to foster a culture of inclusive excellence where all individuals, including faculty, trainees, staff, patients, and the communities we serve, feel valued, respected, and empowered.

Our vision is to create an environment that celebrates the unique backgrounds, experiences, and perspectives of our diverse community members. We strive to cultivate an inclusive atmosphere that promotes equal opportunities, removes barriers, and ensures equitable access to resources and advancements in all areas of clinical care, research, education, and service.

In pursuit of this vision, we are dedicated to continuous learning, engagement, and improvement. We will collaborate with stakeholders across our institution and beyond to develop and implement effective strategies, policies, and practices that promote diversity, foster equity, and enhance inclusivity.

Together, we strive to create an exemplary environment that embraces and leverages the power of diversity to drive innovation, excellence, and transformative advancements in healthcare, research, education, and community service.

Mission

The University of Minnesota Medical School, Department of Medicine, is committed to promoting diversity, equity, and inclusion as an essential strategy to support all members of our academic community: faculty, trainees, staff, and the patients and communities we serve. We strive for a culture of inclusive excellence in which our commitment to the core values of equity and diversity are reflected in all of our clinical care, research, education, and service activities.

The Diversity Council is committed to advancing the strategic goal of supporting diversity, equity and inclusion as being integral to our mission and aligned with the University of Minnesota and MHealth/Fairview:

- Developing an inclusive and equitable organizational culture
- Diversity awareness/education through formal or informal education
- Serve as an advisory group for mentorship and education
Faculty Demographic by Gender

- **2021**: Female 39%, Male 61%
- **2022**: Female 39.8%, Male 60.2%
- **2023**: Female 40.7%, Male 59.3%

Faculty Demographic by Age Range

- **2021**: 25-39 29.2%, 40-54 18.5%, 55-64 9.8%, 65 and Over 14.6%
- **2022**: 25-39 42.6%, 40-54 30.9%, 55-64 14.9%, 65 and Over 11.4%
- **2023**: 25-39 43.3%, 40-54 33.9%, 55-64 10.9%, 65 and Over 11.4%
**Faculty Demographics by Race/Ethnicity**

**IPEDS** Integrated Postsecondary Education Data System

IPEDS, is a vital U.S. data collection program managed by the National Center for Education Statistics (NCES). It collects standardized data from U.S. colleges and universities, categorizing students by race and ethnicity. It’s a crucial resource for accurate postsecondary education data.

**Faculty Headcount with Disabilities**

- Employees with Disabilities
- All other Employees

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DOM DEI Annual Report 2022-2023
Faculty Promotions by Gender

- 2021: 28.6% Female, 71.4% Male
- 2022: 50% Female, 50% Male
- 2023: 43.3% Female, 56.7% Male

Faculty Promotions by Race & Ethnicity

- 2021: 71.4% White/Non-Latinx, 23.8% African American/Black, 4.8% Hispanic/Latinx
- 2022: 65.4% White/Non-Latinx, 26.9% African American/Black, 7.7% Hispanic/Latinx
- 2023: 60% White/Non-Latinx, 3.3% African American/Black, 3.3% Hispanic/Latinx, 16.7% Asian/Southeast Asian, 13.3% Not Specified
Vice Dean Núñez's 4 Elements for DEI Success

**Integral to Mission.**
Is it integral to the collective mission?

**Inclusion for All. Accountability for All.**
This is all of our work. We must do it together.

**Constructive Destruction.**
Be okay with being uncomfortable & doing things differently.

**Metrics Matter.**
Be smart and concrete about objectives for change.

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**Key Initiatives**

**DEI Retreat**

**MEDICAL SCHOOL**
Office of Diversity, Equity, & Inclusion (ODEI)

**Bystander to Ally: Uplifting & Sustaining DEI Work**

*Facilitated by:* Matt Amundson, MEd and Shanea Turner-Smith, MSW, LGSW, Learning & Development Managers for the Medical School’s Office of Diversity, Equity, and Inclusion.

**DEPARTMENT OF MEDICINE**
Staff Advancing Diversity & Inclusion Committee (SADI)

**Fostering an Inclusive Work Environment for LGBTQ+ Staff**

*Facilitated by:* Shawn Jarvis, Chair of SADI Committee.
The DEI Addendum form was adapted from the Association of American Medical Colleges (AAMC) July 2022 report entitled, “Diversity, Equity, and Inclusion Competencies Across the Learning Continuum”, with the intent to develop a tool that can be used as part of the faculty annual review process.

Building competency in DEI is a journey, not a destination. This form aims to provide a standard set of activity types to support data collection and reporting for DEI activities in the Medical School.

**Faculty Submission Rate**

- **96.8%**

**Want to learn more about DEI**

- **40.6%**

### DEI ADDENDUM KEY THEMES

**Top Three Key DEI Activity Types in the Department of Medicine:**

1. Participation in events, training programs, workshops, etc.
2. Formal Mentoring of Underrepresented Minority Students or Trainees.
3. Providing Direct Patient Care to Underrepresented Populations.

The DEI Addendum reveals an impressive track record of personal and professional development within the Department. Notably, every division achieved a commendable milestone, with a minimum of 50% of faculty actively participating in personal or professional growth initiatives. More than half of our faculty members even surpassed this benchmark, hitting the 75% mark. These results underscore our commitment to fostering continuous self-improvement. Moreover, the report highlights ongoing opportunities to further our engagement with both local and national communities. Additionally, it emphasizes the importance of institutional work and mentorship as critical facets of our commitment to patient care and professional development.
In 2023, the Department of Medicine distributed the DEI Engagement Survey (DES) to a total of 80 individuals, including members of the DEI Council (staff, faculty, and learners), Division Administrators, Division Directors, Vice Chairs, and Business Unit Leaders. This survey was crafted with reference to a tool developed and administered by AAMC, DataStar, and University of Massachusetts Medical School to assess the strengths and opportunities to improve DEI in medical academic environments. Below are key takeaways, derived from the 2023 DES results.

### DEI ENGAGEMENT SURVEY KEY THEMES

Five key themes were identified from the survey, which we’ve outlined below:

1. High agreement that departmental leadership are committed to treating people respectfully.
2. Feel valued as an individual in the department.
3. Believe there are opportunities to develop professionally.
4. Believe their work contributes to the mission of the institution.
5. Have at least one trusted (friend) coworker in the department.

### DEI ENGAGEMENT SURVEY OPPORTUNITIES

Five opportunities were identified from the survey, which we’ve outlined below:

1. Assess equity of compensation in relation to goal achievement.
2. Increase trust within the department.
3. Leadership training in the DEI space.
4. Assess and increase cultural values related to civility and respect.
5. Better define and communicate processes related to discrimination concerns.
Hebbel Research Day 2023

Key Initiatives

ROBERT P HEBBEL RESEARCH DAY

DEI Team presenting DEI’s Abstract Poster

Diversity Council Members: Julie Ostrander, PhD and Alison Galdys, MD.

Hebbel Day 2023 Poster Session at the Graduate Hotel

DOM DEI Annual Report 2022-2023
The Diversity Council is dedicated to advancing our strategic goal of fostering diversity, equity, and inclusion within our organization. We firmly believe that embracing these principles is not only integral to our mission but also aligns with the values upheld by the University of Minnesota and MHealth/Fairview.

This Council is composed of faculty, staff, and learners from each division within the Department of Medicine. By actively engaging diverse voices, we enrich the depth and breadth of our conversations, decision-making processes, and initiatives.

To foster a vibrant and inclusive community, we encourage rotating membership within the council every two years. This practice ensures that different perspectives are continually represented, and new voices have the opportunity to contribute fresh insights. The rotation also enables faculty, staff, and learners to participate actively in shaping the culture and direction of our organization.

### Microlessons

We proactively enhance our learning experience by inviting guest speakers to share microlessons with our council. Through these enlightening sessions, we continuously enrich our perspectives, promote open dialogue, and stay informed about the latest DEI developments, and emerging issues.

- **Adriana Dhawan, MD:** “Emergent Strategy in Medicine,”
  A brief overview of a prior Grand Rounds Presentation on the topic. DEI work is a unique space for large organizations. Fast change is needed. The Diversity Council’s work can benefit from an emergent strategy that is part of the larger deliberate process of hierarchy, from top-down.

- **Cuong Pham, MD:** “What is Restorative Justice?”

- **Kristina Krohn, MD:** "Disability Inclusion."
  A brief overview of the Americans with Disabilities Act, how it impacts all of us, the definitions of Medical and Social Models of Disability, and how they differentiate.

- **Ryan Kelly MD, MS:** "Improving Health for People with Substance Use Disorders (SUD)"
  A brief overview of the East Campus Addiction Consult Team, a discussion on the impact of current drug policies and laws on health equity, and an overview of recent Minnesota Medical Association (MMA) advocacy efforts to address this impact.

- **Karen Omlung:** "Tibetan's in Minnesota"
  An overview of Tibetan culture, the influx of Tibetans in Minnesota, where you can experience Tibetan food in the Twin Cities, the types of microaggressions Tibetans can experience in the United States, and how we can make them feel welcomed.
The Diversity Council effectively employed the A3 problem solving method within each of their three Action Groups to enhance the Department of Medicine's Diversity, Equity, and Inclusion (DEI) initiatives. As a result, they have formulated a set of recommendations and goals for the upcoming Fiscal year 2024, and their outlined methods are as follows:

### Recruit & Hiring

**Action Team Members**
- Shahnaz Sultan, MD
- Sue Everson-Rose, PhD
- Julie Ostrander, PhD
- Alison Galdys, MD
- R. Adams Dudley, MD
- Mahsa Abassi, DO
- Kate Brekke
- Sara Atkins Howard
- Eric Laubach
- Katie Burger

**Goal Statement**
The Recruitment & Hiring Group (R&H) goal is to thoroughly evaluate the current processes and identify opportunities to establish and implement best practices in this critical area.

**Recommendations & Plan Fiscal Year 2024**
- Collaborate with HR to regularly share hire metrics on ethnicity, gender identity, age, and disability status bi-annually (AY 2024, Q1).
- Map the recruitment process for each division (AY 2024, Q2).
- Create and distribute an abbreviated best practice sheet as a resource for each division, adapted from MS-OFA and HR (AY 2024, Q2).
- Collect 2-3 goals from each division to support increased hiring of underrepresented in medicine (URIM) (AY 2024, Q1) and provide bi-annual progress feedback.

### Climate & Culture

**Action Team Members**
- Cuong Pham, MD
- Elizabeth Rogers, MD
- Joanne Billings, MD
- Aarti Bhatt, MD
- E.Domingo-Musibay, MD
- Kathleen Dockter
- Dianna Fox

**Goal Statement**
The Climate & Culture Action Group’s (C&C) goal is to highlight DEI achievements, increase collaboration, and enhance the understanding and knowledge of the distribution of DEI work in the divisions.

**Recommendations & Plan Fiscal Year 2024**
- DEI Addendum Form and data quality assessment.
- Encouraging conversations about the DEI Addendum during the Annual Review process.
- DEI Addendum review and assessment with Department and Divisional Leadership.
- Activities form Improvement efforts. Based on feedback, we will consider suggestions for enhancing clarity, relevance, and efficiency. This aims to better capture faculty accomplishments and DEI efforts/development.

### Education & Training

**Action Team Members**
- Adriana Dhawan, MD
- Kristina Krohn, MD
- S.Pusalavidyasagar, MD
- Karen Omlung
- Kathryn France, RN

**Goal Statement**
The Education & Training Group's (E&T) goal is to create a central, organized space for DEI resources, which can be easily and regularly updated.

**Recommendations & Plan Fiscal Year 2024**
- Partner with the Med School's ODEI Office.
- Resource Curation, emphasizing research and communication materials.
- Integration of E&T Group and Diversity Council resources into the ODEI Database.
- Advertise and promote the central ODEI Resources through different channels across the Department. By doing so, we will encourage everyone to utilize these resources to actively support our commitment to diversity and inclusion.
Diversity Award for Research Equity (DARE)
The purpose of the Department of Medicine's Diversity Award for Research Equity (DARE) is to provide funding opportunities for under-represented in medicine and sciences (URiM) faculty to support academic productivity, expand the research portfolio, and help recruit minority faculty to the Department of Medicine.

Dr. Anne Joseph Women's Early Research Career Award (WERC)
The Dr. Anne Joseph Women's Early Research Career Award (WERC) provides supplemental funding for junior faculty to sustain their research productivity during early career stages. The supplemental funding is intended to increase career advancement opportunities in academic medicine.
DEI Excellence Award

The Department of Medicine sponsors a Diversity, Equity, and Inclusion (DEI) Award administered by the Office of Diversity, Equity, and Inclusion. This award is given annually to Department faculty members who exemplify excellence in advocacy, research, and communication in DEI initiatives. The 2022 awardee was Abbie Begnaud, MD, presented at the Fall Faculty Recognition Event.

DEI Grand Rounds

Diversity, Equity, and Inclusion in the Department of Medicine

Cuong Pham MD Associate Vice Chair of DOM DEI
Shahnaz Sultan MD Vice Chair of DOM DEI

DOM Grand Rounds on Abortion Care, Women’s Health, & Roe v. Wade
Noteworthy Publications

**During the academic year of 2022-2023, the faculty members of the Department of Medicine authored a total of 53 publications of which were approached with a focus on Health or Healthcare Inequities. The list of these publications is provided below in the PubMed format.**


Noteworthy Publications


Noteworthy Publications


Unifying Strengths. 
Embracing Diversity. 
Building a Better Tomorrow.

In our pursuit of fostering a diverse, equitable, and inclusive environment, our goals for the academic year of 2023-2024 are around enhancing various aspects of our initiatives. Through these goals, we aspire to cultivate an inclusive environment where every individual feels valued, respected, and empowered to contribute to our shared mission.

- Advancing a climate & culture that supports inclusive excellence, and promotes belonging.
- Work collaboratively within our diversity council action groups to expand and enhance the A-3 templates. A-3 templates help structure problem-solving efforts, encourage collaboration, and ensure clear communication throughout the problem-solving process.
- Continue to track and monitor our progress, as well as identify areas of improvement. Using validated metrics such as the DICE survey and the Diversity Engagement survey.
- We will continue highlighting individuals and organizations that have made significant contributions to diversity, equity, and inclusion within our community.
- We will facilitate continuous learning and concise educational modules designed to promote understanding and awareness of DEI principles.
- Collaborate with partners within the Department of Medicine, and the Medical School to foster meaningful connections and partnerships.
- We will support the efforts of our Education team to prioritize belonging, inclusion, and educational mentorship opportunities.
Land Acknowledgements

The University of Minnesota Twin Cities and Duluth are located on traditional, ancestral, and contemporary lands of Indigenous people. We acknowledge these places have a complex and layered history and these land acknowledgements are one of the ways in which we work to educate the campus and community about this land and our relationships with it and each other. We are committed to ongoing efforts to recognize, support, and advocate for American Indian Nations and peoples.