



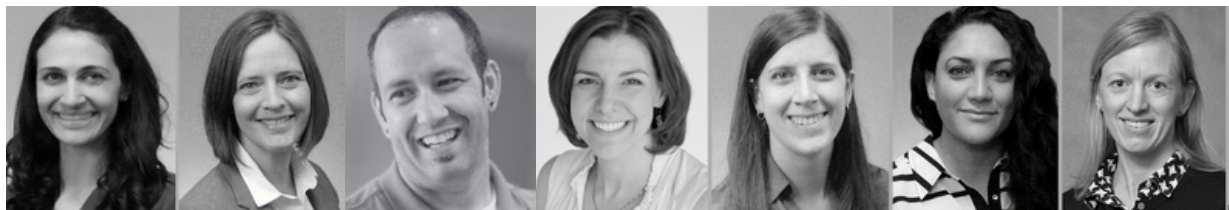
Department of Medicine
Office of Diversity, Equity, and Inclusion

Annual Report

Academic Year
2022-2023
July 2023

Prepared by:

Shahnaz Sultan, MD
Cuong Pham, MD
Kate Brekke
Krysta Hill



MEDICAL SCHOOL

UNIVERSITY OF MINNESOTA

Driven to Discover®

Table of Contents



- **About Us**page 1
- **Vision & Mission**page 2
- **Statistics & Data**page 3
- **Key Initiatives**page 6
- **Diversity Council**page 10
- **DEI Highlights**page 12
- **Noteworthy Publications**page 14
- **Looking Ahead**page 19
- **Learn More**page 20

About Us

Department of Medicine Office of Diversity, Equity and Inclusion

DOM DEI LEADERSHIP



Shahnaz Sultan, MD
Vice Chair



Cuong Pham, MD
Associate Vice Chair



Kate Brekke, JD
Administrative Manager



Krysta Hill
Administrative Associate

DEPARTMENT DEI LEADS



Elizabeth Rogers, MD
Geriatrics, Palliative &
Primary Care



Adriana Dhawan, MD
Medicine Education DEI



Alison Galdys, MD
Infectious Diseases &
International Medicine



Shawn Jarvis
Staff Advancing Diversity &
Inclusion Committee (SADI)



Julie Ostrander, PhD
Hematology, Oncology &
Transplantation



Molly Wyman, MD
Hospital Medicine



Mahsa Abassi, DO
Infectious Diseases &
International Medicine

DIVERSITY COUNCIL



Shahnaz Sultan, MD
Gastroenterology, Hepatology,
and Nutrition
RECRUITMENT & HIRING



Kate Brekke
Department of Medicine
Administration
RECRUITMENT & HIRING



Mahsa Abassi, DO
Infectious Diseases &
International Medicine
RECRUITMENT & HIRING



Julie Ostrander, PhD
Hematology, Oncology &
Transplantation
RECRUITMENT & HIRING



Alison Galdys, MD
Infectious Diseases &
International Medicine
RECRUITMENT & HIRING



Sara Atkins Howard
Gastroenterology, Hepatology,
and Nutrition
RECRUITMENT & HIRING



Sue Everson-Rose, PhD
Geriatrics, Palliative &
Primary Care
RECRUITMENT & HIRING



Katie Burger
Department of Medicine
Human Resources
RECRUITMENT & HIRING



Eric Laubach
Department of Medicine
Human Resources
RECRUITMENT & HIRING



R. Adams Dudley, MD
Pulmonary, Allergy, Critical Care
and Sleep Medicine
RECRUITMENT & HIRING



Cuong Pham, MD
Hospital Medicine
CLIMATE & CULTURE



Elizabeth Rogers, MD
Geriatrics, Palliative &
Primary Care
CLIMATE & CULTURE



Kathleen Dockter
Department of Medicine
Administration
CLIMATE & CULTURE



Aarti Bhatt, MD
Geriatrics, Palliative &
Primary Care
CLIMATE & CULTURE



Joanne Billings, MD
Pulmonary, Allergy, Critical
Care and Sleep Medicine
CLIMATE & CULTURE



Dianna Fox
Gastroenterology, Hepatology,
and Nutrition
CLIMATE & CULTURE



E. Domingo-Musibay, MD
Hematology, Oncology &
Transplantation
CLIMATE & CULTURE



Adriana Dhawan, MD
Hospital Medicine
EDUCATION & TRAINING



Karen Omlung
Department of Medicine
Research Admin
EDUCATION & TRAINING



Kristina Krohn, MD
Hospital Medicine
EDUCATION & TRAINING



Kathryn France, RN
Cardiovascular
EDUCATION & TRAINING



S. Pusalavidyasagar, MD
Pulmonary, Allergy, Critical Care
and Sleep Medicine
EDUCATION & TRAINING

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.

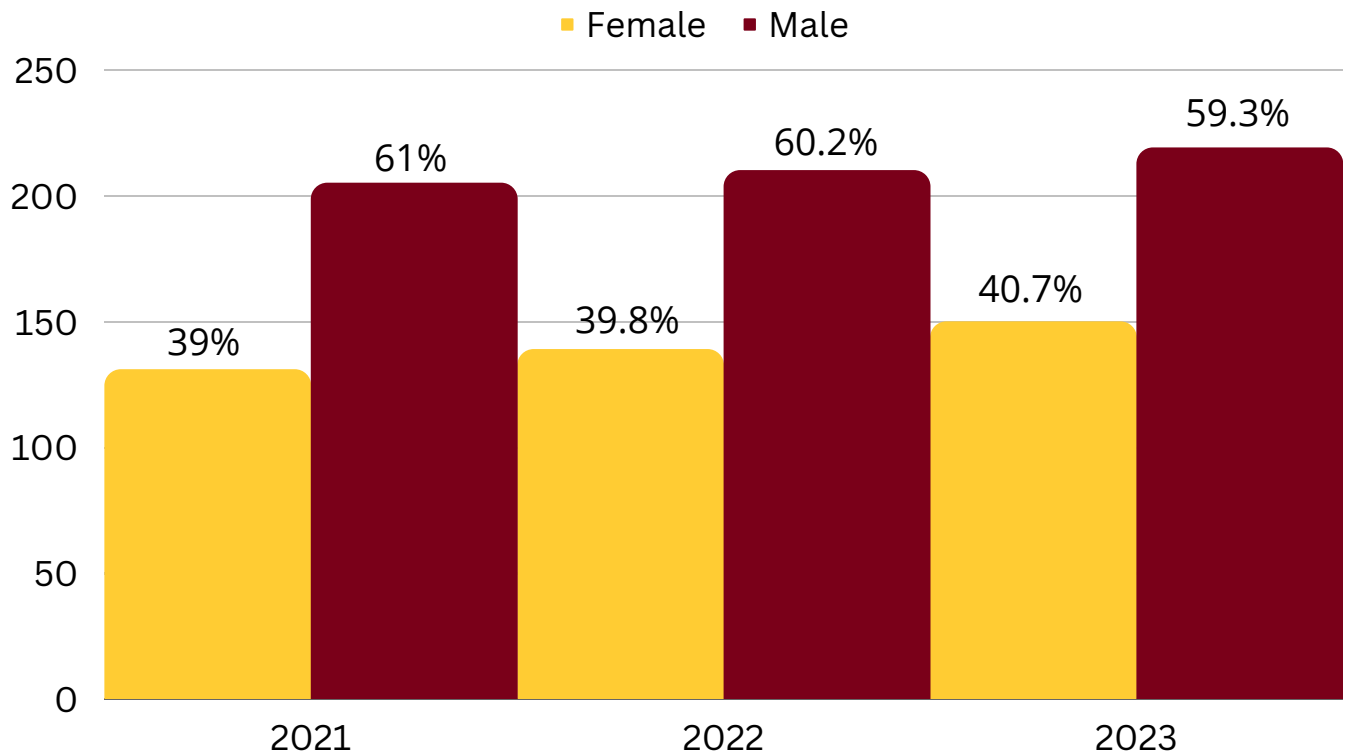
Mission

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.

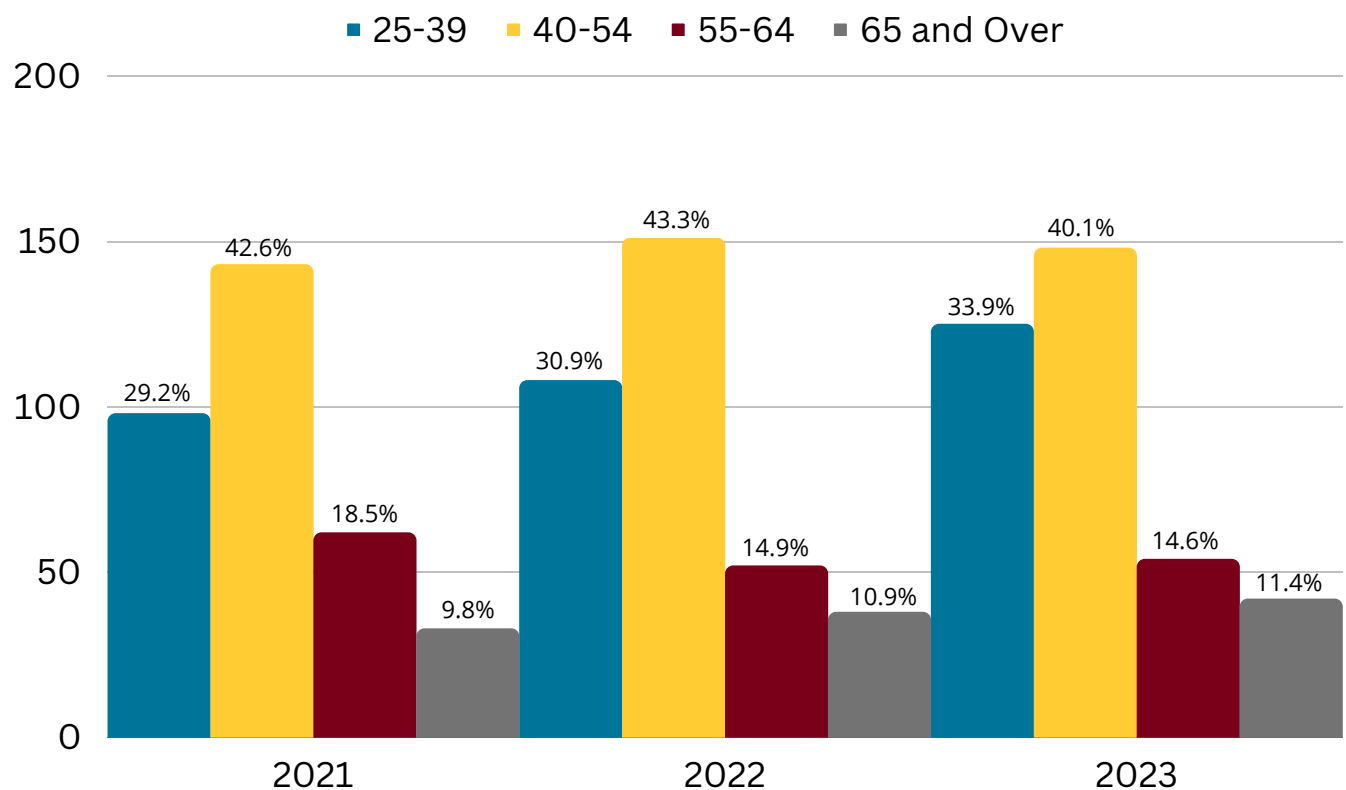
The Diversity Council is committed to advancing the strategic goal of supporting diversity, equity and inclusion as being integral to our mission and aligned with the University of Minnesota and MHealth/Fairview:

- 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



Faculty Demographic by Age Range

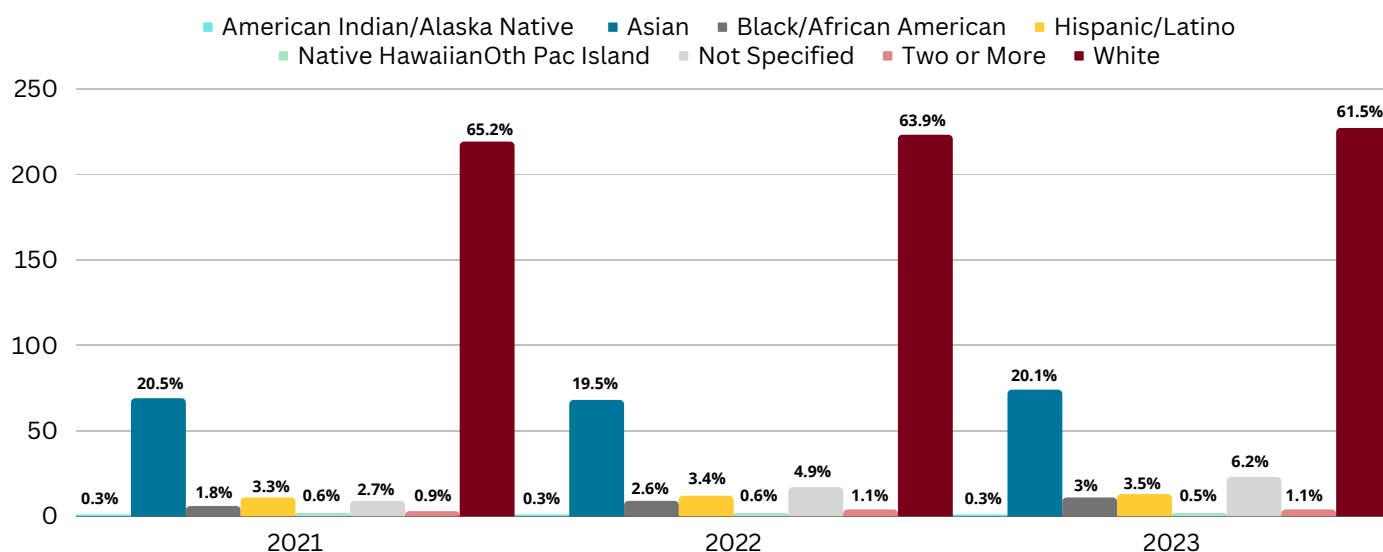


Faculty Demographics by Race/Ethnicity

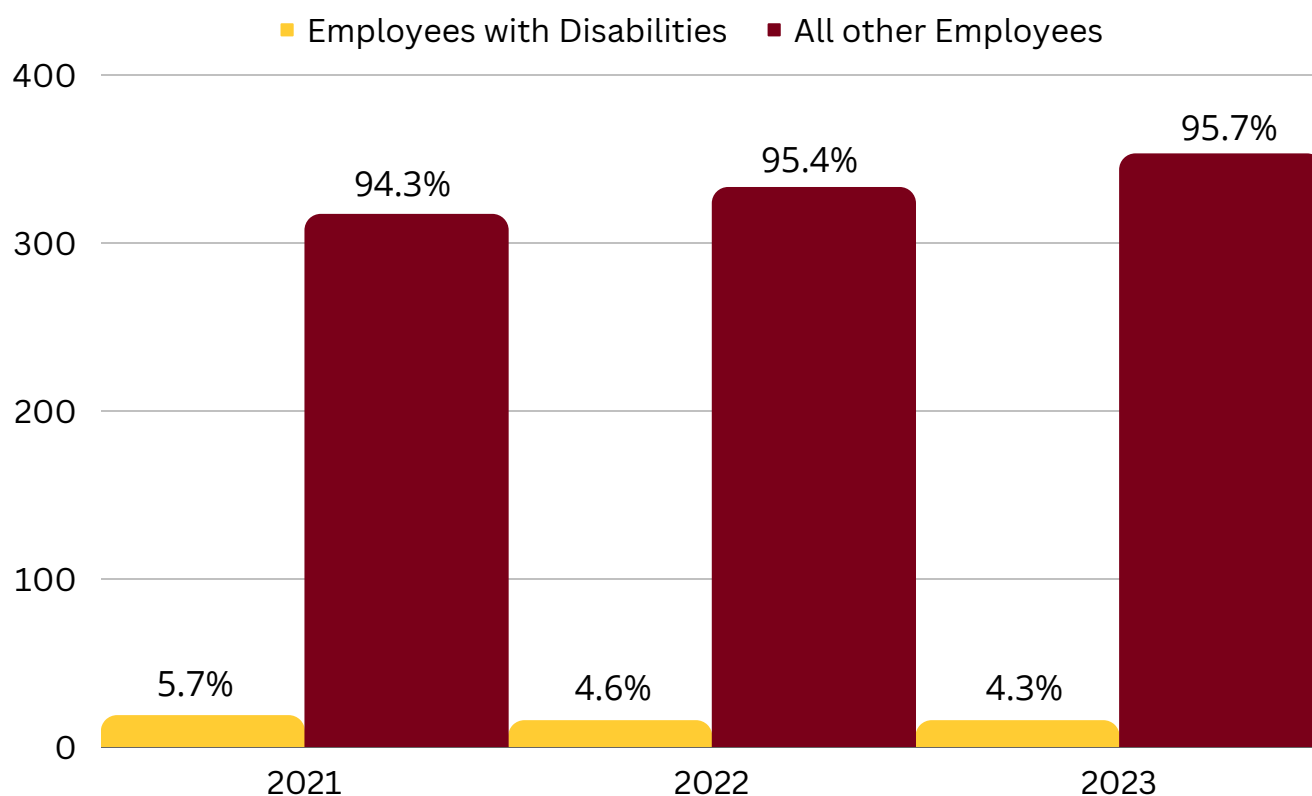


IPEDS Integrated Postsecondary Education Data System

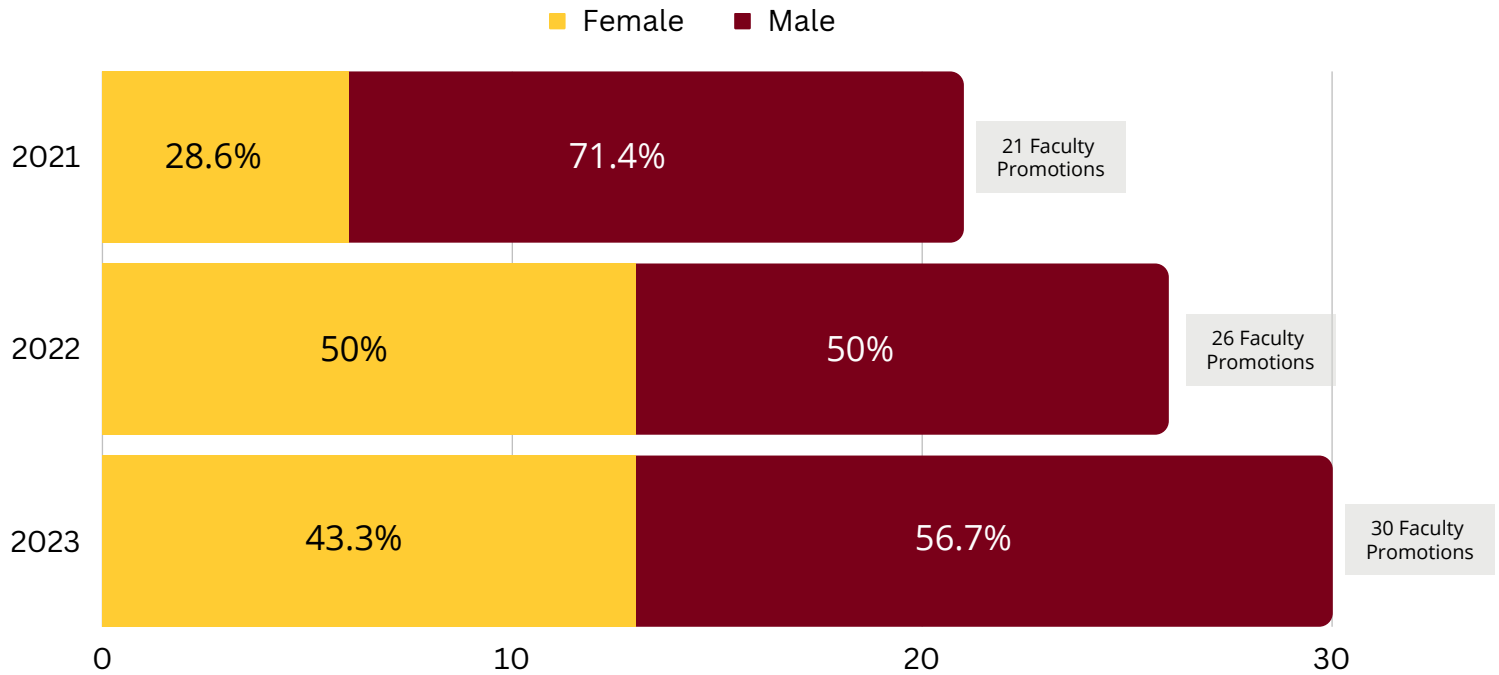
IPEDS, is a vital U.S. data collection program managed by the National Center for Education Statistics (NCES). It collects standardized data from U.S. colleges and universities, categorizing students by race and ethnicity. It's a crucial resource for accurate postsecondary education data.



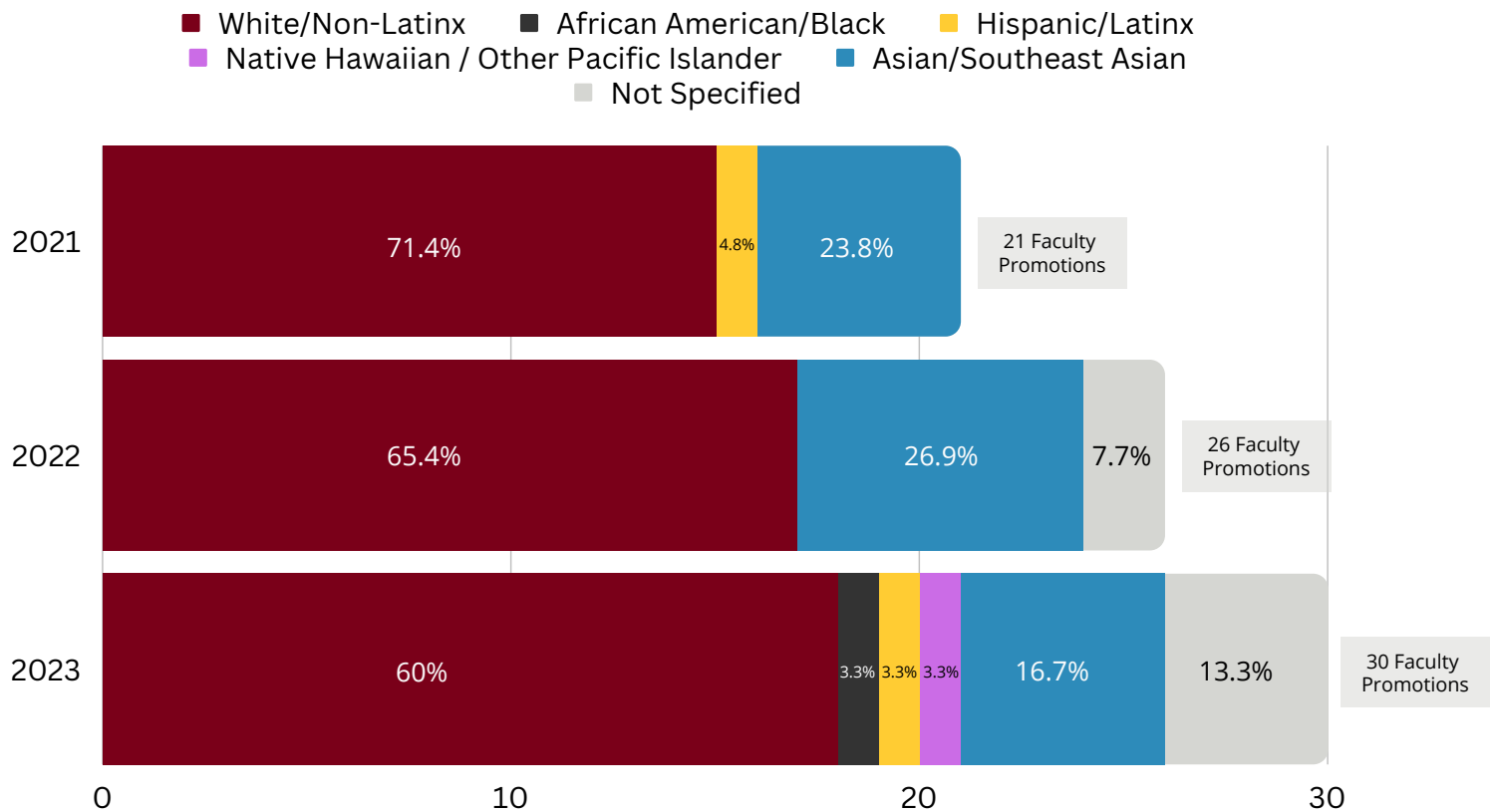
Faculty Headcount with Disabilities



Faculty Promotions by Gender

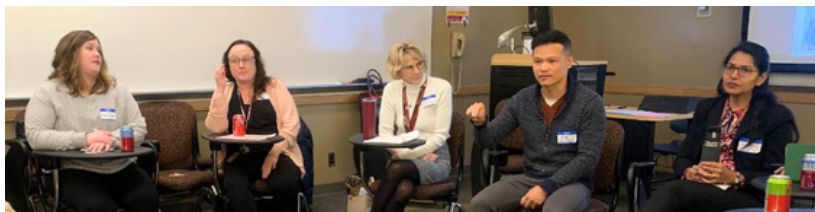


Faculty Promotions by Race & Ethnicity



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.

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.

Key Initiatives

DEI Addendum



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

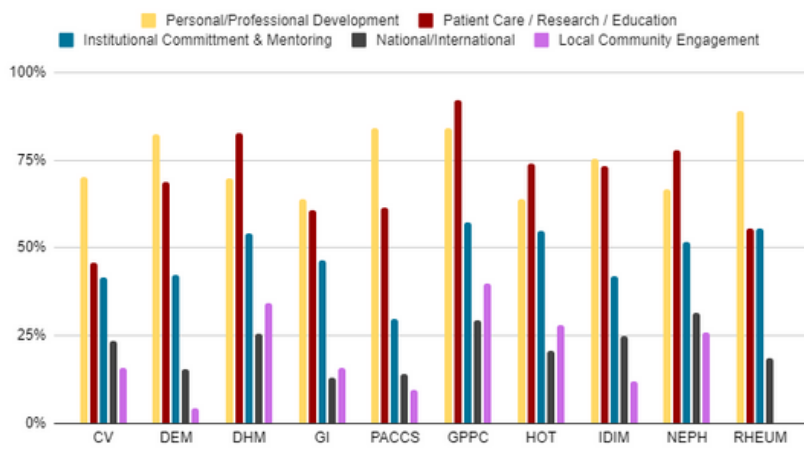
40.6%

DEI ADDENDUM KEY THEMES

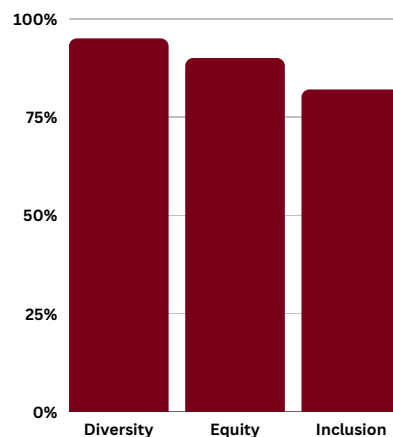
Top Three Key DEI Activity Types in the Department of Medicine:

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.

Percent of Faculty Activities by DEI Activity Type



Percent of Faculty Participating in at least ONE DEI Activity



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.

Key Initiatives

DEI Leadership Engagement Survey

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.

DES Survey Response Rate

57.5%



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

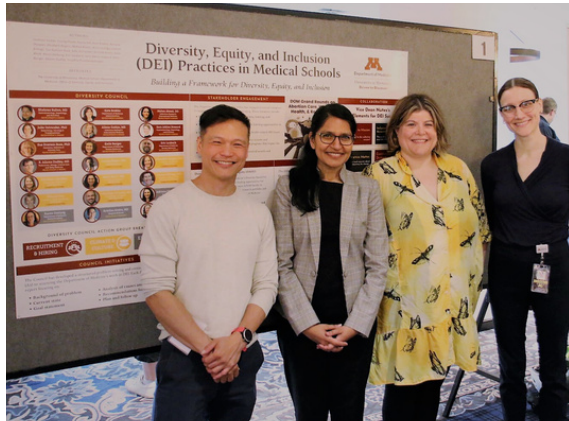
Five opportunities were identified from the survey, which we've outlined below:

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.

Key Initiatives

Hebbel Research Day 2023

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



Hebbel Day 2023 Poster Session at the Graduate Hotel



Vice Dean Ana Nunez, MD; Peter Crawford, MD, PhD; Susan Wolf, JD; Shahnaz Sultan, MD, MHSc; Paul Drawz, MD



Shahnaz Sultan, MD, MHSc; Betsy Seaquist, MD; Peter Crawford, MD, PhD; John Carethers, MD

Diversity Council

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?"

A brief overview of Restorative Justice and its Principles: Community Building, Repairing Harm, and Restoring/Re-entry. A great resource is a book titled, "The Little Book of Restorative Justice for Colleges and Universities."



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.

Diversity Council - Action Groups

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:

RECRUITMENT & HIRING 	CLIMATE & CULTURE 	EDUCATION & TRAINING 
Action Team Members <ul style="list-style-type: none"> • 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 	Action Team Members <ul style="list-style-type: none"> • Cuong Pham, MD • Elizabeth Rogers, MD • Joanne Billings, MD • Aarti Bhatt, MD • E.Domingo-Musibay, MD • Kathleen Dockter • Dianna Fox 	Action Team Members <ul style="list-style-type: none"> • Adriana Dhawan, MD • Kristina Krohn, MD • S.Pusalavidyasagar, MD • Karen Omlung • Kathryn France, RN
Goal Statement <p>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.</p>	Goal Statement <p>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.</p>	Goal Statement <p>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.</p>
Recommendations & Plan Fiscal Year 2024 <ul style="list-style-type: none"> • 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. 	Recommendations & Plan Fiscal Year 2024 <ul style="list-style-type: none"> • 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. 	Recommendations & Plan Fiscal Year 2024 <ul style="list-style-type: none"> • 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.

WERC & DARE Awards

WERC DARE Research Grant Awards 2023

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.



Presenter: Past DARE Awardee (2020), Casey Dorr, PhD



Presenter: Past WERC Awardee (2020), Forum Kamdar, MD



WERC: Anne Bantle, MD



DARE: Damé Idossa, MD

DEI Excellence Award



Diversity, Equity, and Inclusion 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



UNIVERSITY OF MINNESOTA
Driven to Discover™

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.

- Akambase JA, Prieto JE, Mattos AZ, Mattos AA, Carrera E, Díaz-Ferrer J, Gallardo P, Curia A, Ballerger EG, Tovo CV, Balderramo D, Debes JD. Epidemiology and risk factors for histopathologic characteristics of non-alcoholic liver disease in South America. *Aliment Pharmacol Ther*. 2023 Jun 22. PubMed PMID: 37349900.
- Anderson MD, Merkin SS, Everson-Rose SA, Widome R, Seeman T, Magnani JW, Rodriguez CJ, Lutsey PL. Health literacy within a diverse community-based cohort: The multi-cohort study of atherosclerosis. *J Immigr Minor Health*. 2021 Aug;23(4):659-667. PubMed PMID: 33206278.
- Baldomero AK, Kunisaki KM, Bangerter A, Nelson DB, Wendt CH, Fortis S, Hagedorn H, Dudley RA. Beyond access: Factors associated with spirometry underutilization among patients with a diagnosis of COPD in urban tertiary care centers. *Chronic Obstr Pulm Dis*. 2022 Oct 26;9(4):538-548.
- Benjamin A, Sultan A, Yousif M, Moussa A, Abdo E, Kayandabila J, Ssebamulidde K, Ochola L, Ijeoma I, Quadri NS, Debes JD. Qualitative healthcare worker survey: Retrospective cross-sectional case study on COVID-19 in the african context. *Ann Med Surg (Lond)*. 2022 Jul;79:103918. PubMed PMID: 35706585.
- Berge JM, Macheledt K, Watson S, Dorr H, Pusalavidyasagar S, Kunin-Batson A, Pratt R, Zimmer SL, Tolar J, Termuhlen A. Using a community-based participatory approach to address gender equity in academic medicine: the center for women in medicine and science at the university of Minnesota. *Acad Med*. 2022 Mar 1;97(3):370-377. PubMed PMID: 34469354.
- Bhattacharya M, Ojo-Fati O, Everson-Rose SA, Thomas JL, Miller JM, Ogedegbe G, Jean-Louis G, Joseph AM, Okuyemi KS. Smoking reduction among homeless smokers in a randomized controlled trial targeting cessation. *Addict Behav*. 2022 Oct;133:107373. doi: 10.1016/j.addbeh.2022.107373. Epub 2022 May 21. PMID: 35689905
- Boucher AA, Jewett PI, Holtan SG, Lindgren BR, Hui JYC, Blaes AH. Adult Hematology/Oncology Patient Perspectives on Telemedicine Highlight Areas of Focus for Future Hybrid Care Models. *Telemed J E Health*. 2023 May;29(5):708-716. doi: 10.1089/tmj.2022.0331. Epub 2022 Oct 3. PubMed PMID: 36194051
- Boucher AA, Lyons M, McGann PT. Rethinking Care Models for Young Adults With Sickle Cell Disease. *JAMA Health Forum*. 2023 May 5;4(5):e230877. doi: 10.1001/jamahealthforum.2023.0877. PubMed PMID:37171796
- Chen KY, Blackford AL, Sedhom R, Gupta A, Hussaini SQ. Local social vulnerability as a predictor for cancer-related mortality among US counties. *Oncologist*. 2023 Jun 19;oyad176. PubMed PMID: 37335883.
- Chaturvedi S, Antun AG, Farland AM, Woods R, Metjian A, Park YA, de Riddler G, Gibson B, Kasthuri RS, Lilies DK, Akwaa F, Clover T, Kreuziger LB, Sadler JE, Sridharan M, Go RS, McCrae KE, Upreti HV, Liu A, Lim MY, Gangarju R, Zheng XL, Raval JS, Masias C, Cataland SR, Johnson A, Davis E, Evans MD, Mazepa MA, United States Thrombotic Microangiopathies Consortium Race, rituximab, and relapse in TTP. *Blood*. 2022 Sep 22;140(12):1335-1344. PubMed PMID: 35797471.

Noteworthy Publications

- Coffino JA, Ivezaj V, Barnes RD, White MA, Pittman BP, Grilo CM. Ethnic and racial comparisons of weight-loss treatment utilization history and outcomes in patients with obesity and binge-eating disorder. *Eat Behav.* 2022 Jan;44:101594. PubMed PMID: 35123375.
- Cogswell R, Masotti M, Morris AA, Hart A, Murray T, Yancy C. Assessment of U.S. heart transplant equity as a function of race: Observational analysis of the OPTN database. *Lancet Reg Health Am.* 2022 Jun 3;13:100290. PubMed PMID: 36777325.
- Cullen MJ, Zhou Y, Sackett PR, Mustapha T, Hane, Culican SM. Differences in trainee evaluations of faculty by rater and ratee gender. *Acad Med.* 2023 Apr 26. PubMed PMID: 37099399.
- Douangboupouha V, Nhiacha K, Sodaluck B, Thepmixay D, Krohn KM. Case report: Managing multisystem inflammatory syndrome in children (MIS-C) in Lao people's democratic republic, a success story. *Front Pediatr.* 2023 Feb 15;11:981880. PubMed PMID: 36873637.
- Elkin B, LaPlant EM, Olson APJ, Violato C. Med Sci Educ. Stability and differences in empathy between men and women medical students: a panel design study. 2021 Sep 3;31(16)1851-1858. PubMed PMID: 34956701.
- Fritsma T, Henning-Smith C, Gauer JL, Khan F, Rosenberg ME, Clark K, Sopide E, Sechler A, Sundberg M, Olson APJ. Factors associated with healthcare professionals' choice to practice in rural Minnesota. *JAMA Netw Open.* 2023 May 1;6(5):e2310332. PubMed PMID: 37140925.
- Gauer JL, Mustapha T, Violato C. Race and gender bias in clerkship grading. *Teach Learn Med.* 2023 Jun 19;1-8. PubMed PMID: 37334710.
- Gupta A, Antonarakis ES, Blaes AH, Booth CM, Dusetzina SB. Evaluation of medicare coverage and estimated out-of-pocket costs for generic abiraterone products. *JAMA Netw Open.* 2022 Sep 1;5(9):e2231475. PubMed PMID: 36178694.
- Hadidi NN, Gorzycki E, Jones C, Everson-Rose SA, Taylor Z, Gurvich O. Sharing Perspectives in African American Communities to Reduce Stroke Risk Through Community Listening Circles. *J Community Health Nurs.* 2023 Apr-Jun;40(2):119-132. doi: 10.1080/07370016.2022.2161306. PMID: 36920113
- Harindhanavudhi T, Areevut C, Shakitrunguang T, Tharavanij T, Kietdumrongwong P, Ngimruksa O, Songsiri P, Pitukweerakul S, Tanathornkirati N, Kaewprasert N, Thamcharoen R, Karndumri K, Saetung S, Anthanont P, Kiattisakthavee P, Putkong S, Chotwanvirat P, Phattanasri CN, Jinadit S, Korpaisarn S, Chusane M, Samittarucksak R, Lertrit A, Siangruangsang S, Sanpawithayakul K, Sathiravikarn W, Soisuwan S, Somwang S, Prasathkaew H, Jerawatana R, Butadej S, Tachanivate P, Jongjaroenprasert W, Sriptatong B, Manosittisak W, Tantivatanasatien J, Hathaidechadusadee A, Reutrakul S. Implementation of diabetes care and educational program via telemedicine in patients with COVID-19 in home isolation in Thailand: A real-world experience. *J Diabetes Investig.* 2022 Aug;13(8):1448-1457. PubMed PMID: 35394118.
- Hirschak KA, Nadeau M, Vasquez A, Hernandez-Vallant A, Smith K, Pham C, Oliver KA, Baukol P, Lizzy K, Shaffer R, Herron J, Campbell ANC, Veneer KL, CTN-0096 Collaborative Board. Centering culture in the treatment of opioid use disorder with American Indian and Alaska Native communities: Contributions from a national collaborative board. *Am J Community Psychol.* 2023 May;71(1-2):174-183. PubMed PMID: 35997562.
- Hussaini SMQ, Blackford AL, Arora N, Sedhom R, Beg MS, Gupta A. Rural-urban disparities in Mortality and place of death for gastrointestinal cancer in the United States from 2003 to 2019. *Gastroenterology.* 2022 Dec;163(6):1676-1678. PubMed PMID: 35963368.

Noteworthy Publications

- Hussaini SMQ, Blackford AL, Gupta A, Sedhom R, Cross SH, Warraich HJ, LeBlanc TW. Rural-urban disparities in place of death in hematologic malignancies in the United States, 2003 to 2019. *Blood Adv.* 2022 Aug;6(16):4731-4734.
- Johnson WV, Blaes AH, Booth CM, Ganguli I, Gupta A. The unequal burden of time toxicity. *Trends Cancer.* 2023 May;9(5):373-375. PubMed PMID: 36828772.
- Joshi S, Schnidt NM, Thyden NH, Glymour MM, Nelson TF, Haynes D, Osypuk TL. Do alcohol outlets mediate the effects of the moving to opportunity experiment on adolescent excessive drinking? A secondary analysis of a randomized controlled trial. *Subst Use misuse.* 2022;57(12):1788-1796. PubMed PMID: 36062735.
- Kaltenborn Z, Paul K, Kirsch JD, Aylward M, Rogers EA, Rhodes MT, Usher MG. Super fragmented: a nationally representative cross-sectional study exploring the fragmentation of inpatient care among super-utilizers. *BMC Health Serv Res.* 2021 Apr 14;21(1):388. PubMed MDIM: 33853590.
- Katz BC, Syverud EP, Garza O, Silva R, Kirsch JD. Global is local: Interprofessional experiential learning for migrant farmworker health equity. *Health Equity.* 2022 Feb 22;6(1):132-139. PubMed PMID: 35261941.
- Kazmerski TM, Stransky OM, Lavage DR, Taylor-Cousar JL, Sawicki GS, Iadrows SL, Godfrey EM, Aitken ML, Fields A, Sifian S, Jain M, Barto TL, Billings J, Hadjiliadis D, Jain R. Sexual and reproductive health experiences and care of adult women with cystic fibrosis. *J Cyst Fibros.* 2023 Mar;22(2):223-233. PubMed PMID: 36210323.
- Krohn KM, Yu G, Lieber M, Barry M. The stanford global health media fellowship: Training the next generation of physician communicators to fight health misinformation. *Acad Med.* 2022 Jul 1;97(7):1004-1008. PubMed PMID: 35213399.
- Larsen B, Baller EB, Boucher AA, Calkins ME, Laney N, Moore TM, Roalf DR, Ruparel K, Gur RC, Gur RE, Georgieff MK, Satterthwaite TD. Development of Iron Status Measures during Youth: Associations with Sex, Neighborhood Socioeconomic Status, Cognitive Performance, and Brain Structure. *Am J Clin Nutr.* 2023 Jul;118(1):121-131. doi: 10.1016/j.ajcnut.2023.05.005. 2023 May 3. PubMed PMID: 37146760
- Logeais ME, Eckerstorfer M, Krohn KM, Everson-Rose SA, Termuhlen AM, Joseph AM. Gender distribution of authors of evaluation letters for promotion at one medical school. *Acad Med.* 2022 Dec 1;97(12):1816-1823. Pubmed PMID: 35794809.
- Mann EM, Weinberg M, Dawson-Hahn E, Clarke SK, Olmsted M, Bertelson N, Arun R, Keaveney M, Miko S, Kircher A, Pendleton AE, Hendel-Paterson B, Prasad S, Stauffer WM. Innovative approaches to improve COVID-19 case investigation and contact tracing among refugees immigrants, and migrants: Lessons learned from a newly established national resource center. *J Immigr Minor Health.* 2023 Jun;7:1-9. PubMed PMID: 37284967.
- Meeks LM, Plegue MA, Swenor BK, Moreland CJ, Jain S, Grabowski CJ, Westervelt M, Case B, Eidtson WH, Patwari R, Angoff NR, LeConche J, Temple BM, Poulos P, Sanchez-Guzman M, Coates C, Low C, Henderson MC, Purkiss J, Kim MH. The performance and trajectory of medical students with disabilities: results from a multisite, multicohort study. *Acad Med.* 2022 Mar 1;97(3):389-397. PubMed PMID: 34817411.
- Meyer JD, Brazil C, Redmon JB, Wang C, Sparks AE, Swan SH. Occupation and semen parameters in a cohort of fertile men. *J Occup Environ Med.* 2022 Oct 1; 64(10):831-838. PubMed PMID: 35902368.

Noteworthy Publications

- Nasreen S Quadri, Syreeta Wilkins, Kristina Krohn, Erin M Mann, William M Stauffer, Patricia F Walker. Language Justice: Addressing Linguistic Disparities Begins with Language Data Collection. *Am J Trop Med Hyg*. 2023 May 1; 109(1):1-3, doi:10.4269/ajtmh.23-0237. PubMed PMID: 37127274
- Nogueira L, White KE, Bell B, Alegria KE, Bennett G, Edmondson D, Epel E, Holman EA, Kronish IM, Thayer J. The role of behavioral medicine in addressing climate change-related health inequities. *Transl Behav Med*. 2022 May 25;12(4):526-534. PubMed PMID: 35613004.
- Okah E, Thomas J, Westby A, Cunningham B. Colorblind racial ideology and physician use of race in medical decision-making. *J Racial Ethn Health Disparities*. 2022 Oct;9(5):2019-2026. PubMed PMID: 34491564.
- Ordaya EE, Shaughnessy M, Elkin B, Husmann RL, Stauffer JC, Luengas EM, Chang BH, Tessier K, Walker PF, Stauffer WM. Transplantation and immigration: Comparing infectious complications and outcomes between foreign-born and US-born kidney transplant recipients in Minnesota. *Transpl Infect Dis*. 2023 Apr; 25(2):e14039. PubMed PMID: 36856346.
- Owen MJ, Tobey M, Sundberg M. Graduate medical education training and the health of Indigenous peoples. *J Grad Med Educ*. 2023 Feb;15(1):37-39. PubMed PMID: 36817523.
- Patel VR, Gupta A, Blaes AH, Winkfield KM, Haynes AB, Hussaini SMQ. Prevalence of delayed or forgone care due to patient-clinician identity discordance among US cancer survivors. *JAMA Oncol*. 2023 May 1;9(5):719-722. PubMed PMID: 36995727.
- Perumal D, Dudley RA, Gan S, Boscardin WJ, Gill A, Gelb AW, Lee SJ, Chen CL. Anesthesia care for cataract surgery in medicare beneficiaries. *JAMA Intern Med*. 2022 Oct 3;182(11):1171-1180. PubMed PMID: 36190717.
- Pham C, Caso TJ, Cullen MJ, Seltzer BK, Mustapha T, Tarzan DS, Rider GN. Adverse childhood experiences, household income, and mentorship among interns who are underrepresented in medicine. *J Grad Med Educ*. 2023 Jun;15(3):309-315. PubMed PMID: 37363664.
- Phares CR, Liu Y, Wang Z, Posey DL, Lee D, Jentes ES, Weinberg M, Mitchell T, Stauffer W, Self JL, Marano N. Disease surveillance among U.S.-bound immigrants and refugees-electronic disease notification system, united states, 2014-2019. *MMWR Surveill Summ*. 2022 Jan 21;71(2):1-21. PubMed PMID: 35051136.
- Rosser BRS, Polter EJ, Chandiramani N, Cahill S, Wheldon CW, Konety BR, Ryan CJ, Haggart R, Kapoor A. Acceptability and feasibility of collecting sexual orientation and expanded gender identity data in urology and oncology clinics. *LGBT Health*. 2021 Aug-Sep;8(6):420-426. PubMed PMID: 34348045.
- Schefter A, Thomaier L, Jewett P, Brown K, Stenzel AE, Blaes A, Teoh D, Vogel RI. Cross-sectional study of psychosocial well-being among lesbian, gay, bisexual, and heterosexual gynecologic cancer survivors. *Cancer Rep (Hoboken)*. 2022 Feb;5(2):e1461. PubMed PMID: 34057316.
- Shearer RD, Vickery KD, Bodurtha P, Drawz PE, Johnson S, Jeruzal J, Waring S, Chamberlain AM, Kharbanda A, Leopold J, Harrison B, Hiler H, Khazanchi R, Rossom R, Margolis KL, Rai NK, Muscoplat MH, Yu Y, Dudley RA, Klyn NAM, Winkelman TNA. COVID-19 vaccination of people experiencing homelessness and incarceration in Minnesota. *Health Aff (Millwood)*. 2022 Jun;41(6):846-852.
- Smith MK, Ehresmann KR, Knowlton GS, LaFrance AB, Benitez GV, Quadri NS, DeFor TA, Mann EM, Alpern JD, Stauffer WM. Understanding COVID-19 health disparities with birth country and language data. *Am J Prev Med*. 2023 Jul 4;S0749-3797(23):00284-2. PubMed PMID: 37406745.

Noteworthy Publications

Stumpf J, Schwöbel J, Lindner T, Anders L, Siepmann T, Karger C, Hüther J, Martin H, Müller P, Faulhaber-Walter R, Langer T, Schirutschke H, Stehr T, Meistring F, Pietzonka A, Anding-Rost K, Barnett K, Pluntke T, Cerny S, Paliege A, Bast I, Steglich A, Gembardt F, Kessel F, Kröger H, Arndt P, Sradnick J, Frank K, Klimova A, Mauer R, Grählert X, Tonn T, Hugo C. Risk of strong antibody decline in dialysis and transplant patients after SARS-CoV-2mRNA vaccination. *Lancet Reg Health Eur*. 2022 Apr 11;17:100371. PubMed PMID: 35434688.

Thomas CM, Searle K, Galván A, Liebman AK, Mann EM, Kirsch JD, Stauffer WM. Healthcare worker perspectives on COVID-19 vaccines: Implications for increasing vaccine acceptance among healthcare workers and patients. *Vaccine*. 2022 Apr 20;40(18):2612-2618. PubMed IMIM: 35315322.

Quadri NS, Knowlton G, Benitez GV, Ehresmann KR, LaFrance AB, DeFor TA, Smith MK, Mann EM, Alpern JD, Stauffer WM. Evaluation of preferred language and timing of COVID-19 vaccine uptake and disease outcomes. *JAMA Netw Open*. 2023 Apr 3;6(4):e237877. PubMed PMID: 37043199.

Quadri NS, Wilkins S, Krohn K, Mann EM, Stauffer WM, Walker PF. Language justice: Addressing linguistic disparities begins with language data collection. *Am J Trop med Hyg*. 2023 May 1;109(1):1-3. PubMed PMID: 37127274.

Udompap P, Moscoso C, Anugwom C, Kc M, Lim N, Lake J, Hassan M. Viral hepatitis among African immigrants with hepatocellular carcinoma in Minnesota. *Journal of Immigrant and Minority Health*. 2023 Apr;25(2):357-364. PubMed PMID: 36109400.

Wan Q, Anugrom C, Desalegn H, Debes JD. Hepatocellular carcinoma in Hepatitis B and human immunodeficiency virus coinfection in Africa: a focus on surveillance. *Hepatoma Res*. 2022;8:39. PubMed PMID: 36277115.





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.



612-624-2909



dom-dei@umn.edu



www.dom-dei.com



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.

AUTHORS

Shahnaaz Sultan, MD
Department of Medicine
Internal Medicine
RESEARCH & CLINICAL

AFFILIATES

The University of Minnesota, Medical School, Department of Medicine, Office of Diversity, Equity, and Inclusion.

Diversity, Equity, and Inclusion (DEI) Practices in Medical Schools

Building a Framework for Diversity, Equity, and Inclusion

Department of Medicine
UNIVERSITY OF MINNESOTA
Driven to Discover®

DIVERSITY COUNCIL

 Shahnaaz Sultan, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Kate Brekke Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Mahsa Abassi, DO Department of Medicine Internal Medicine RESEARCH & CLINICAL
 Julie Ostrander, PhD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Alison Galdys, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Sara Atkins Howard Department of Medicine Internal Medicine RESEARCH & CLINICAL
 Sue Everson-Rose, PhD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Katie Burger Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Eric Laubach Department of Medicine Internal Medicine RESEARCH & CLINICAL
 R. Adams Dudley, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Cuong Pham, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Elizabeth Rogers, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL
 Kathleen Decker Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Aarti Bhatt, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Hosaine Billings, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL
 Dianina Fox Department of Medicine Internal Medicine RESEARCH & CLINICAL	 V. Dominguez-Morales, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Adriana Dhawan, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL
 Karen Omling Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Kristina Krohn, MD Department of Medicine Internal Medicine RESEARCH & CLINICAL	 Kathryn France, RN Department of Medicine Internal Medicine RESEARCH & CLINICAL

STAKEHOLDER ENGAGEMENT

The Department of Medicine's DEI Office has engaged in several initiatives to support learning, development and belonging. These initiatives include:

- DEI Retreats: Focuses on community building, learning, and development activities.
- Micro-Learnings: Short and easily digestible learning opportunities in the areas of Diversity, Equity, and Inclusion.
- Departmental Grand Rounds: Focusing on health-related DEI issues impacting the community we serve.
- Departmental Assessments: Comprehensive reviews and recommendations of policies, practices, and programs that impact the climate and culture of the Department.
- Recognition and Events: Department sponsored awards and communications.

AWARDS

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 (URAM) 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.

★★★★★

**DOM Grand Rounds on
Abortion Care, Women's
Health, & Roe v. Wade**

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.

DIVERSITY COUNCIL ACTION GROUP BREAKDOWN

RECRUITMENT & HIRING

CLIMATE & CULTURE

EDUCATION & TRAINING

DEI COMPETENCIES ADDENDUM

In collaboration with the Medical School's Office of Faculty Affairs and the Department of Medicine's Office of Faculty Affairs and Development, the DEI Office has developed a form to document the DEI work performed by faculty on an annual basis. These activities are mapped to the Association of American Medical Colleges' "Diversity, Equity, and Inclusion Competencies Across the Learning Continuum" to allow for a more comprehensive analysis of the work being done by faculty in the Department. This will enable us to identify areas for improvement and support recognition efforts. The faculty members complete the form as part of their Annual Review process. A report will be prepared and distributed to faculty, leadership, and key stakeholders.

COLLABORATION

**Vice Dean Núñez's
4 Elements for DEI Success**

Integral to Mission.

Is it integral to the collective mission?

Inclusion for all.

This is all of our work. We must do it together.

Metrics Matter.

Be smart and concrete about objectives for change.

Constructive Destruction.

Be okay with being uncomfortable and doing things differently.

LEARN MORE

Join us in building a more inclusive future for the Medical School!

SCAN ME!

DEI RETREAT

COUNCIL INITIATIVES

The Council has developed a structured problem-solving and continuous-improvement approach (A3) to assessing the Department of Medicine's work in DEI. Each Action Group has prepared a report focusing on:

- Background of problem
- Current state
- Goal statement
- Analysis of causes and barriers
- Recommendations for change
- Plan and follow up

Department of Medicine
Office of Diversity, Equity and Inclusion

401 East River Parkway, VCRC 1st Floor, Suite 131. Minneapolis, MN 55455