Quarterly Diversity Update

FROM LEON MCDougLE, MD, MPH

At The Ohio State University Wexner Medical Center, we aim to be an example of inclusive excellence, where all staff, faculty and learners have an opportunity to thrive in service to our patients and to the community.

I invite the Wexner Medical Center and The Ohio State University Comprehensive Cancer Center – Arthur G. James Cancer Hospital and Richard J. Solove Research Institute community to make a special effort to welcome our new faculty and staff, especially those persons whose culture may be different than yours.

You may see some persons wearing a niqab, which is a garment of clothing that covers the face and is worn by Muslim females for modesty. Staring makes most of us feel uncomfortable instead I encourage you to greet our wonderful colleagues as you pass by. Our collective diversity and inclusion drive excellence and help to advance our mission to improve people’s lives.

Welcome Aesha Al Izzi, Clinical Research Assistant, Comprehensive Cancer Ctr. Clinical Trials Office! Aesha states that everyone is more than welcome to ask her questions if they have one and she would love to answer any questions related to niqab.

AWARDS AND HONORS

For the third year in a row, the College of Nursing, and second year in a row the Colleges of Veterinary Medicine and Medicine were honored with the Insight Into Diversity Higher Education Excellence in Diversity (HEED) Award. Open to all colleges and universities across the United States and Canada, the evaluation measures an institution's level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs and outreach; student recruitment, retention and completion; and hiring practices for faculty and staff. Thanks are extended to College of Nursing, Veterinary Medicine, and Medicine leadership, WMC Diversity Council, Admissions, and Office for Diversity & Inclusion. Bravo!
Congratulations to **Joan Y. Reede, MD, MD, MS, MPH, MBA**, Dean for Diversity and Community Partnership at Harvard Medical School, who was the 2018 Clotilde Dent Bowen, MD Visiting Professor for inclusive excellence and presented an outstanding talk entitled “Seeking Excellence: Building on the Past while Ensuring the Future” at the James Cancer Hospital on October 5.

Congratulations **Dr. Ingrid Adams** for a grant award and excellent My Brother’s Keeper graduation ceremony!

Congratulations **Janice Bonsu**, Med 2 student, Gates Millennium Scholar and 2nd lieutenant in the U.S. Air Force, who was appointed to serve on The Ohio State University Board of Trustees by Governor John Kasich!

Congratulations **Yolanda Zepeda**, assistant vice provost for Diversity & Inclusion! Recognized as the OSU WMC Latinx of the Year! Thanks to Hispanic Heritage Month program organizers and panelist: L-R Milly Valverde, co-chair Diversity Council, Roxanne Payne, Ramona Reyes, Lair Marin-Marcum, Zepeda, Dayssy Diaz Pardo, MD, Julia Arbini-Carbonell, and Elizabeth Bowen
RIGHTS AND RESPONSIBILITIES

Just as patients have a policy that ensures fair treatment, medical staff should also have a policy ensuring fair treatment by patients. Nina Brooks and Kaytlin Carey, co-chairs of the WMC Diversity Council, are leading an initiative to develop a Rights & Responsibilities policy statement that fosters mutual respect in communication and behavior between patients/families/visitors and medical staff.

IMPLIED BIAS AWARENESS & MITIGATION

Bravo to the executive/senior leaders and medical directors of the College of Medicine, Wexner Medical Center and James Cancer Hospital who are setting an example for us all by their commitment to complete the Unconscious Bias Awareness & Mitigation training provided by Dr. Quinn Capers, IV, associate dean of Admissions! We aim to create and sustain a culture that inspires our workforce.

CULTURAL COMPETENCY TRAINING

We offer a variety of cultural competency training options to all faculty and staff. When you log in to BuckeyeLearn, you will see a new Cultural Competency for Staff curriculum, including a variety of diversity options. Fulfill your training requirement by completing an online course, attending an instructor-led session or participating in Matinees that Matter. See more details here.

Visit the Diversity webpage on OneSource for more information.

DIVERSITY AT THE MEDICAL CENTER

The Ohio State University Wexner Medical Center sees diversity as the uniqueness each person brings to achieving our shared mission and goals. We recognize and value each person’s perspectives, characteristics and experiences. We strive to create an environment where we thrive on and benefit from our similarities and differences.

Consider signing up for a Diversity Employee Resource Group (ERG). Here are the various groups and their leaders:

- Black Faculty and Staff Diversity ERG: Diane Gordon
- Hispanic Latino Diversity ERG: Elizabeth Guzman-Bowman
- LGBT Diversity ERG: Michael Young
- Women of Color ERG: Valery Tarver
- Young Professionals Diversity ERG: Lauren Luffy

If you are interested in forming a new diversity ERG, please contact Leon McDougle.