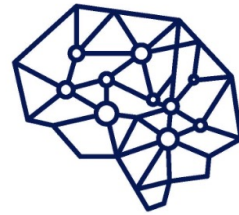


NSCI Education Retreat



Diversity



Equity



Inclusion

Anna Ricci, PhD and Daniela Zambrano, MD

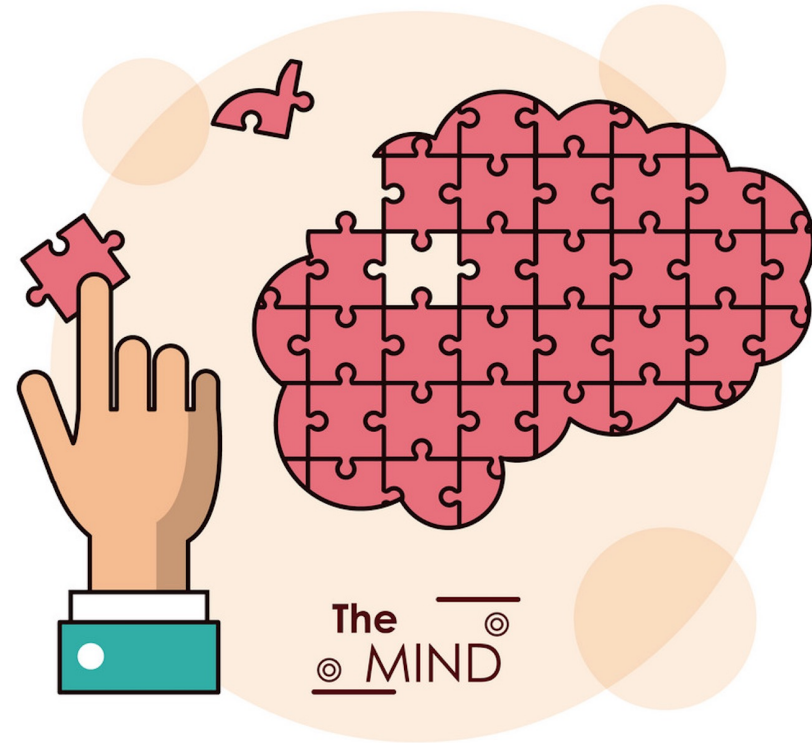
DEI TEAM

NSCI DEI Co-Champions

- Anna Ricci, PhD
- Daniela Zambrano, MD

NSCI DEI Committee Members

- Noah Kolb, MD
- Laura Merriam, MS
- Andreja Packard, MD, PhD
- Alex/a Prussin, MS

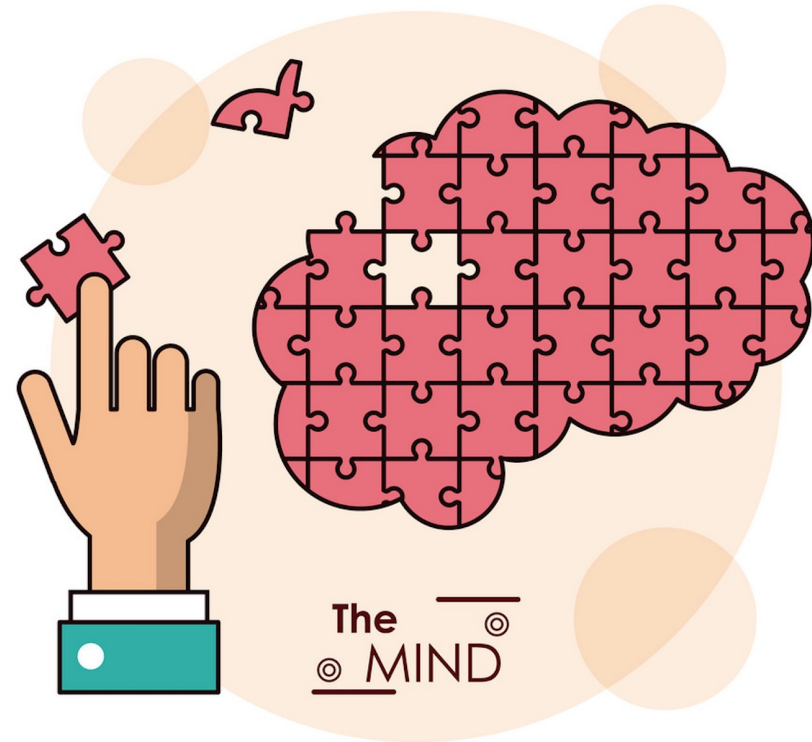


Everyone in the
NSCI Department

DEI TEAM

NSCI DEI in Education Group

- Peter Bingham
- Stellie Bishop
- Ellen Black
- Abby Hielscher
- Nate Jebbett
- Noah Kolb
- Laura Merriam
- Andreja Packard
- Alex/a Prussin
- Anna Ricci
- Fatemeh Sobhani
- Alissa Thomas
- Margaret Vizzard
- Daniela Zambrano



Everyone in the
NSCI Department

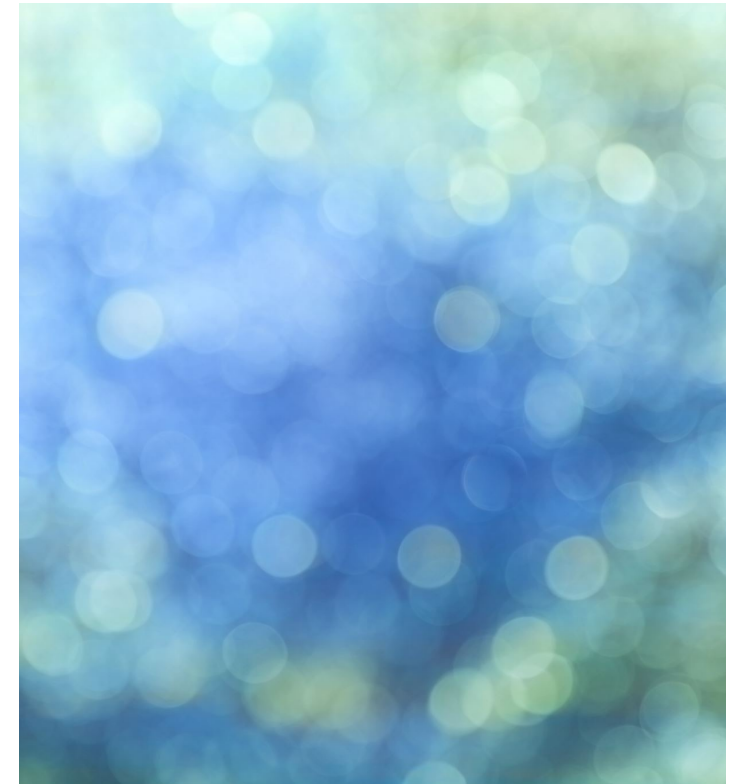
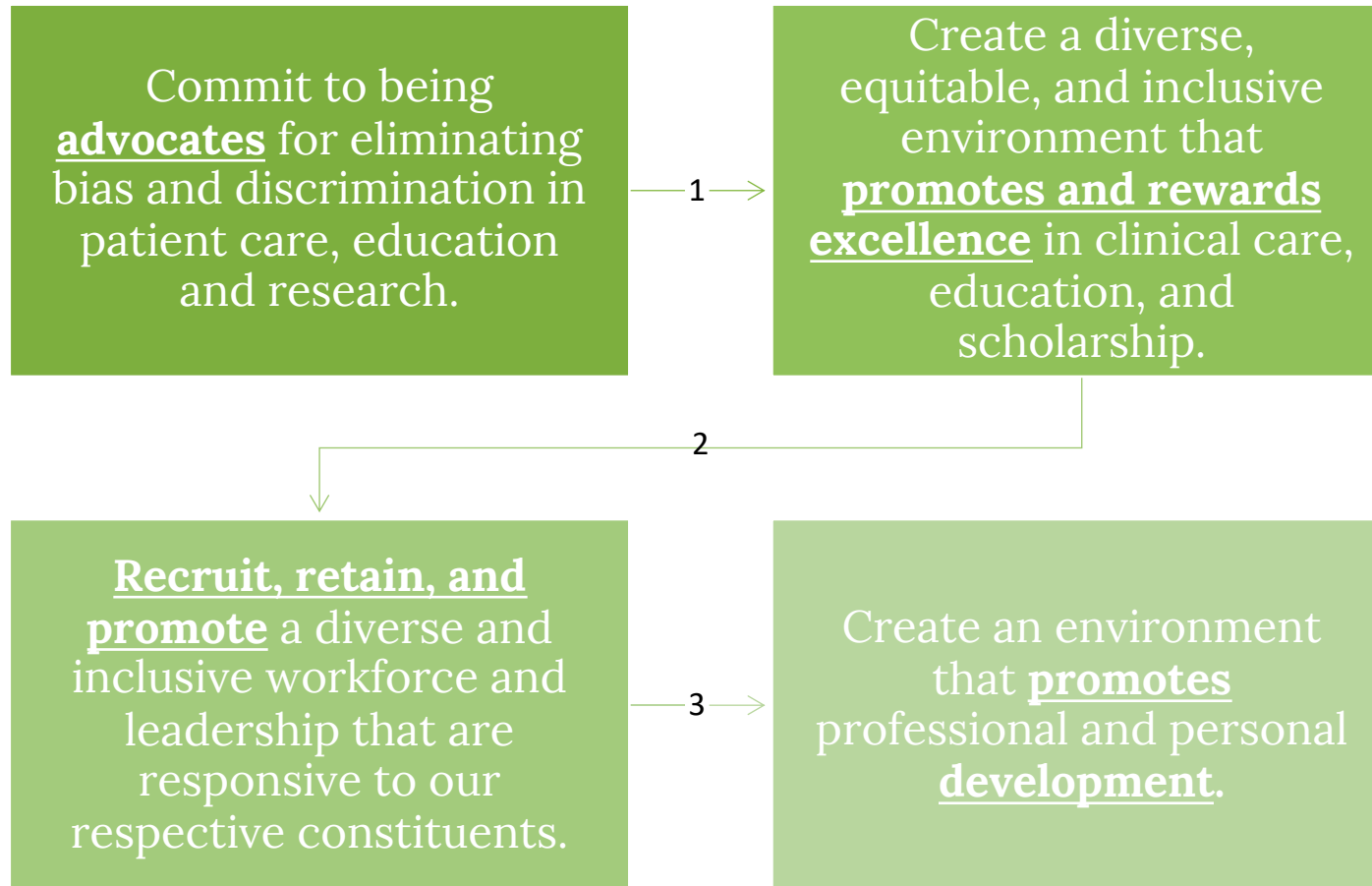
DEI Mission

NSCI DEI Mission

The Neurological Sciences department acknowledges that diversity is central to creating a culturally responsive and inclusive community. Embracing each other's unique identities, backgrounds and life experiences fosters a supportive environment of acceptance, inclusion and equitable regard for diverse perspectives. To achieve our goal of creating a department committed to diversity, equity, inclusion, and cultural humility dedicated to academic and clinical excellence.



DEI Mission



UVM Health Network DEI Commitment

The UVM Health Network is dedicated to creating a workplace that is diverse, equitable, accessible, and inclusive for our employees, patients and communities we serve. This commitment will be included in all strategies and policies and will represent who we are as an organization.



Our Patients and Families

We will work to create a more equitable, accessible, and inclusive care environment in order to provide high-quality health care to our diverse communities.

Our People

We will work to create a more equitable, accessible, and inclusive environment for providers and staff, in order to promote a culture of belonging and attract and retain a talented and committed workforce.

Our Communities

We will work collaboratively to create more inclusive and sustainable local economies; to help address systemic barriers to health; and to support health and well-being in our communities.

Identifying disparities and barriers to care

Fostering cultural awareness

More diverse workforce

Community needs and barriers to health

Structural determinants of health



**Strategic Action Plan
2018-2023**

Overarching Goals

1. Promote inclusion throughout the entire Larner College of Medicine community, driven by our organizational culture, environment, and climate.*
2. Promote the use of data-driven, evidence-based, and practical approaches for all objectives and actions in the Strategic Action Plan.



**Strategic Action Plan
2018-2023**

- Submission of strategic action plan for Diversity and Inclusion, specific to Department and College needs. **Plan was submitted and revised.**
- Implementation of DEI (INCLUSION) in plans and initiatives.
- College-wide educational strategies. **Grand rounds and workshops.**

Current work

- Training sessions
- Review of reporting mechanisms
- Tools, coping, and supporting our people
- Grand Rounds DEI related topics
- DEI in education committee meets regularly
- DEI website and resources

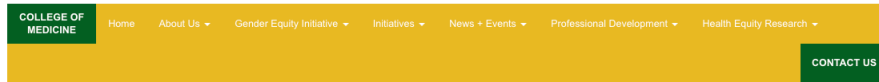


diversity & inclusion
at The University of Vermont
COLLEGE OF MEDICINE

**Strategic Action Plan
2018-2023**

INTERFAITH CALENDAR

Office of Diversity, Equity and Inclusion



Interfaith Calendar



| | |
|---|--|
| Oct. 9-16, 2022 Sept. 29-Oct. 6, 2023 Oct. 16-23, 2024 Oct. 6-13, 2025 | Sukkot – Begins at Sundown (Jewish) Holiday with significant work restriction An eight day or week-long celebration which begins with the building of Sukkah for sleep and meals; Sukkot is named for the huts Moses and the Israelites lived in as they wandered the desert before reaching the promised land. General Practices: Families in the United States commonly decorate the sukkah with produce and artwork. Date details: Begins the evening listed and involves resting the following two days, which may include a respite from classes. Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on the first two days. If planning an event, provide food accommodation as requested (kosher basics). |
| Oct. 16-18, 2022 Oct. 6-8, 2023 Oct. 23-25, 2024 Oct. 13-15, 2025 | Shemini Atzeret – Begins at Sundown (Jewish) Holiday with significant work restriction Also known as Atzereth, this is a fall festival, which includes a memorial service for the dead and features prayers for rain in Israel. General Practices: Jews light a Yahrzeit memorial candle at sundown on Shemini Atzereth (the 8th night of Sukkot). Date details: Begins at sundown the first evening listed. Recommended Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date. If planning an event, provide food accommodation as requested (kosher basics). |
| Oct. 17-18, 2022 Oct. 7-8, 2023 Oct. 24-25, 2024 Oct. 14-15, 2025 | Simchat Torah – Begins at Sundown (Jewish) Holiday with significant work restriction Simchat Torah marks the completion of the annual cycle of the reading of the Torah in the synagogue and the beginning of the new cycle. General Practices: Practitioners dance in synagogues as all the Torah scrolls are carried around in seven circuits. Date details: Begins at sundown the first evening listed and through the following day. Recommended Accommodations: Avoid scheduling important academic deadlines, events, and activities on this evening or the following day. |

Diwali (Hindu, Buddhist, Sikh, Jain)

- **Holiday with significant work restriction**
- Diwali—the Hindu “festival of lights”—is an extremely popular holiday for multiple religions throughout Southern Asia. Diwali extends over five days and celebrates the victory of good over evil. The Times of India described Diwali as “a reaffirmation of hope, a renewed commitment to friendship and goodwill, and a religiously sanctioned celebration of the simple.” Fireworks, oil lamps, and sweets are common, making this a favorite holiday for children. The lamps are lit to help the goddess Lakshmi find her way into people’s homes.
- General Practices: Lighting oil lamps and candles, setting off fireworks, and prayer.
- Recommended Accommodations: Avoid scheduling important academic deadlines, events, and activities on this date. Hindu employees will likely request a vacation day on this date.

USEFUL DEI LINKS

Faculty Resources

- [Addressing Offensive Comments in Class \(Ohio State University\)](#) 
- [Creating Positive Learning Environment - A Faculty Guide](#)
- [Faculty Guidelines for Responding to Inappropriate Comments from Patients and Family Members in Clinical Environments \(Penn State College of Medicine\)](#)
- [Office of the Learning Environment](#) 
- [Resources for Reporting Concerns](#)
- [UVM DEI Inclusivity Professional Development and Resources](#)
- [UVM DEI Faculty Resource Network](#)
- [UVM Division of DEI: Submitting a Bias, Discrimination, and Harassment Report](#)
- [UVM Faculty Ombudsperson](#)

UVM and LCOM DEI Statements and Curricula

- [LCOM Diversity Statement - Our Values & Our Common Ground](#)
- [Finding Our Common Ground Curriculum](#)
- [Anti-Racism Resources](#)

Interfaith Calendars and Centers

- [LCOM Interfaith Calendar](#)
- [UVM Interfaith Center](#)

Other UVM and LCOM DEI Resources

- [LCOM ODEI Video Library](#)
- [UVM Division of DEI](#)
- [UVM DEI Cultural Resource Guide](#)
- [LCOM Department of Psychiatry's DEI Resources: Books, Articles, Journals, Films, Ted Talks, Podcasts, and more](#)



RESOURCES

- Professional Development Home
- Programs
- Educator Development
- Junior Faculty Development
- AAMC Opportunities
- CV Guidelines
- Wellness
- Employee Resources
- Contact the Office of Faculty and Professional Development

Faculty Guidelines for Responding to Inappropriate Comments from Patients and Family Members in Clinical Environments

The mission of Penn State College of Medicine is to create an environment that is supportive and respectful for all patients, learners and teachers. There are times when patients or family members may make inappropriate comments, including comments that may rise to the level of being bias or discrimination.

These guidelines are intended to provide tools for responding to inappropriate comments. It is important for individuals in leadership roles to take the lead on responding to inappropriate comments. Failure to do so puts the College's learners in a vulnerable and awkward position.

Saving this Information for Easy Reference

For quick, convenient access to these scripts, you can add them to your phone or tablet as a shortcut.

For iPhone and iPad



- Launch Safari and load this page.
- Tap the Share button, which looks like a square with an arrow rising from it. Look for it on the bottom of the screen on an iPhone; near the top on an iPad.
- Tap "Add to Home Screen" in the Share menu.
- You can name this shortcut whatever you like, then tap "Add." You will now see a shortcut icon on your phone or tablet screen.

For Android

How to Address Inappropriate Comments

Provide Real-Time Intervention

It is important to address inappropriate comments in real time. Failure to respond to these comments provides permission to whoever said them and is not supportive of learners.



RESOURCES

Events

Working with 2STQIALGB+ People

Pride Center Vermont – kell arbor.

Zoom only on 10/13/2023 at 12pm

Health Equity Summit

LCOM and UVMHN ODEI

In person on 10/30/2023 from 8am-5pm

Cultural Humility Training

UVMHN ODEI – Dr. Williams and Dr. Coleman

Zoom only on 12/08/2023 at 12pm


Cultural Humility Training for Trainees

UVMHN ODEI – Dr. Williams and Dr. Coleman

In person on 02/15/2024

HEALTH EQUITY GRAND ROUNDS

WORKING WITH 2STQIALGB+ PEOPLE




kell arbor
Pride Center of Vermont

kell arbor (they/them) directs the Health & Wellness Programs at the Pride Center of Vermont. kell and team engage the 2STQIALGB+ community with social events, resources, HIV & HCV testing, and more. They also train health care providers on best practices for serving our rainbow communities.

Presented by
The Department of Neurological Sciences
and The Office of Diversity, Equity & Inclusion

CMIE credit is available. For more information, scan the QR code below



UVM LARNER COLLEGE OF MEDICINE
DIVERSITY • EQUITY • INCLUSION

Friday, October 13, 2023
12:00 - 1:00 p.m. | via Zoom

2023 HEALTH EQUITY SUMMIT

Closing the Margin: Avenues to Health Equity



The University of Vermont



THE University of Vermont HEALTH NETWORK

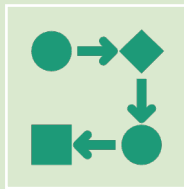
What do we expect for next year?



We are working with the LCOM and UVMHN DEI departments to obtain baseline data.



We are partnering with the other department champions to identify common goals and obstacles.



We are interested in creating ways to share resources across the board. UVMHN and LCOM are working on it!

What do we expect for the future?

- We are looking for MORE people to join us.
- Creation of groups/committees that might be of interest, this is not limited to faculty. We want all people who belong to the department feel included.
- Interested in leading/participating in DEI in research committee?
- Community outreach initiatives.

Questions, Feedback,
Suggestions, or Needs?

DIVERSITY

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations.



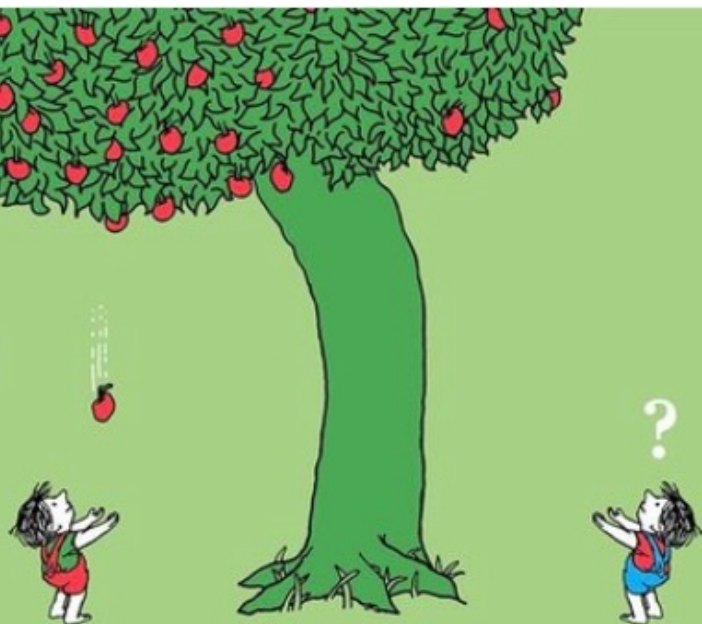
EQUITY

Situation in which everyone is treated fairly according to their needs and no group of people is given special treatment.



Inequality

Unequal access to opportunities

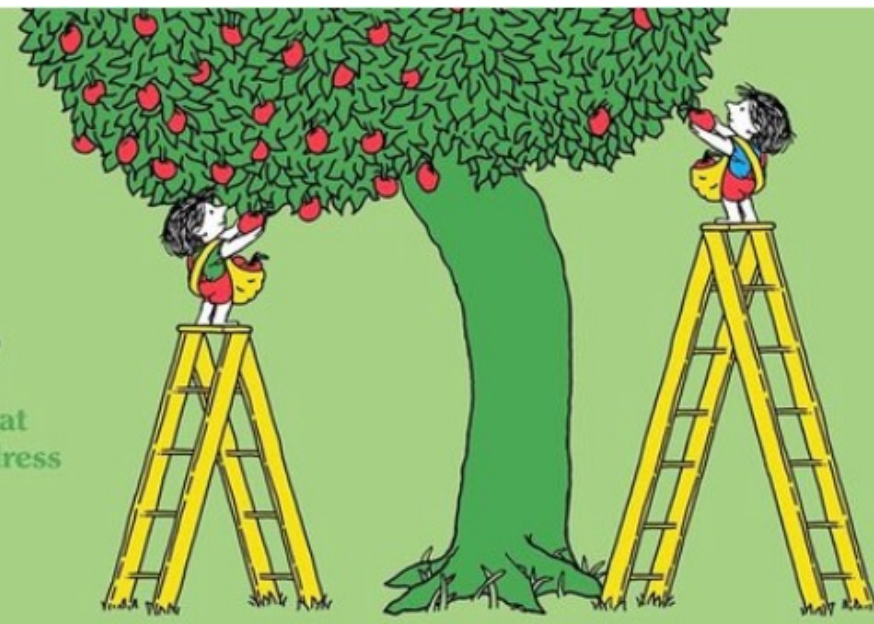


With apologies to Shel Silverstein from @lunchbreath

2019 Design In Tech Report | Addressing Imbalance

Equity

Custom tools that identify and address inequality



With apologies to Shel Silverstein from @lunchbreath

2019 Design In Tech Report | Addressing Imbalance

Equality?

Evenly distributed tools and assistance

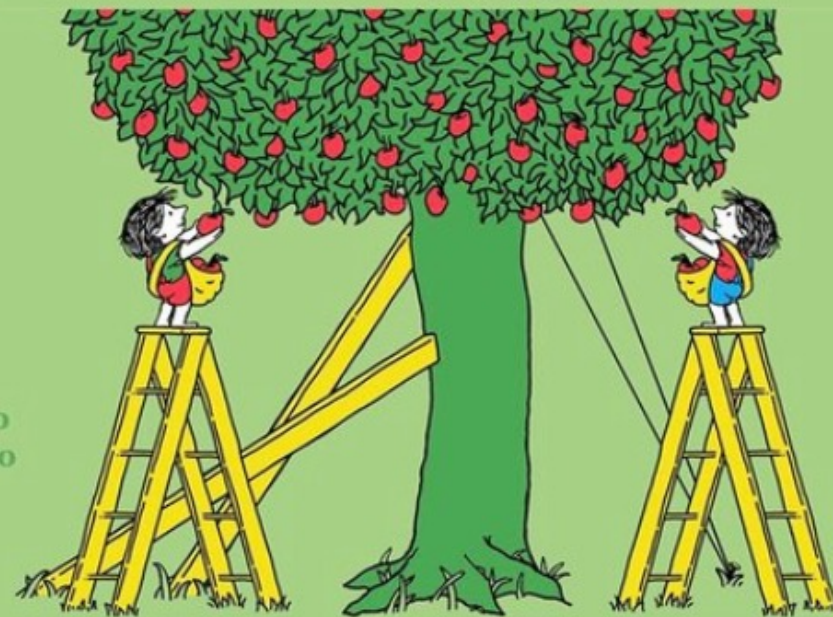


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2019 Design In Tech Report | Addressing Imbalance

Justice

Fixing the system to offer equal access to both tools and opportunities



With apologies to Shel Silverstein from @lunchbreath

2019 Design In Tech Report | Addressing Imbalance

INCLUSION

The action or an act of including something or someone (in various senses of include, v.); the fact or condition of being included, an instance of...

