NSCI Education Retreat



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

Commit to being <u>advocates</u> for eliminating bias and discrimination in patient care, education and research. Create a diverse, equitable, and inclusive environment that **promotes and rewards excellence** in clinical care, education, and scholarship.

-1-->

3--->

Recruit, retain, and promote a diverse and inclusive workforce and leadership that are responsive to our respective constituents.

Create an environment that <u>promotes</u> professional and personal <u>development</u>.



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.

Identifying disparities and barriers to care

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.

Structural determinants of health

Fostering cultural awareness

More diverse workforce Community needs and barriers to 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.

Fragment from 2018-2023 LCOM Diversity and Inclusion 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



Strategic Action Plan 2018-2023 The University of Vermont



Department of Neurological Sciences



Diversity & Inclusion

NSCI CO-CHAMPIONS: Drs. Anna Ricci & Daniela Zambrano * R

- Anna Ricci, PhD, Assistant Professor (she/her/hers) Department of Neurological Sciences Larner College of Medicine at the University of Vermont Email: Anna.L.Ricci@uvm.edu
- Daniela Zambrano, MD, Assistant Professor Department of Neurological Sciences Larner College of Medicine at the University of Vermont Email: Daniela.Zambrano@uvm.edu

NSCI DEI MISSION STATEMENT

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, the department shall:

- Commit to being advocates for eliminating bias and discrimination in patient care, education and research.
- Create a diverse, equitable, and inclusive environment that promotes and rewards excellence in clinical care, education, and scholarship.
- Recruit, retain, and promote a diverse and inclusive workforce and leadership that are
 responsive to our respective constituents.
- Create an environment that promotes professional and personal development.

USEFUL DEI LINKS Faculty Resources

- Addressing Offenstive 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

NSCI Grand Rounds DEI Video Recordings

- A Journey Towards Equity in Academic Medicine, Katie Wells, MD, MPH and Ramsey Herrington, MD
- <u>Understanding Race & Ethnicity in Multiple</u> <u>Sclerosis</u>, Lilyana Amezcua, MD, MS, FAAN
- Eliminating Disparities for Trans and Gender Diverse Peoplet. An Opportunity for Stroke Prevention. Daniela Zambrano, MD
 The Transformation of DEL &
- The Industry Match of DEL & Healthcare, Jacqueline Hunter, DC, MHA, SVP, Chief Diversity & Inclusion Officer, UVMHN



https://www.med.uvm.edu/neuro/diversity_inclusion

INTERFAITH CALENDAR

Office of Di	iversity, Equity and Inclusion
COLLEGE OF Home About U	Js + Gender Equity Initiative + Initiatives + News + Events + Professional Development + Health Equity Research +
Interfaith Caler	ıdar
Det. 9-16, 2022 3ept. 22-Oct. 6, 2023 Det. 16-23, 2024 Det. 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).
Det. 16-18, 2022 Det. 6-8, 2023 Det. 23-25, 2024 Det. 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. Recommeded Accommodations: Avoid scheduling important academic deadlines, events, or activities on this date. If planning an event, provide food accommodation as requested (kosher basics).
Det. 17-18, 2022 Det. 7-8, 2023 Det. 24-25, 2024 Det. 14-15, 2025	Simchat Torah – Begins at Sundown (Jewish) Holiday with significant work restriction Sinchat 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.

https://www.med.uvm.edu/diversityinclusion/news_and_events/religiousholidays

USEFUL DEI LINKS

Faculty Resources

- Addressing Offenstive 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



- 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

The Robert Larner, M.D. College of Medicine | University of Vermont | University of Vermont Medical Center

https://www.med.uvm.edu/neuro/diversity_inclusion

social-justic laddership mutual reverse reverse equality friendlinesstming spretation of the social spretation of the social social justic spretation of the social spretation of the social social justic spretation of the social social social justic spretation of the social social social justic spretation of the social social social social justic spretation of the social socia	growth support-system co-creation CONNECTION active prespectives interacting growth appression could be appression social-justice leadership informative social-justice leadership info
diversity	idenities
uiveisity	

belonging

m justi

COURAG

usion

RESOURCES

community

Faculty Guidelines for Responding to Professional Development Home Inappropriate Comments from Patients and Programs Family Members in Clinical Environments Educator Development 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 Junior Faculty Development comments, including comments that may rise to the level of being bias or discrimination. **AAMC Opportunities** 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 CV Guidelines learners in a vulnerable and awkward position. Wellness Saving this Information for Easy Reference Employee Resources For quick, convenient access to these scripts, you can add them to your phone or tablet as a shortcut. Contact the Office of Faculty For iPhone and iPad and Professional Development · 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.

social-justice leadership mutual welcoming equality friendlinessthriving unual experiences thromative power intersectionality intersectionality represent experiences thromative power intersectionality represent experiences thromative throma

growth support-system co-creation Connection active perspectives interacting growth appreciation cullative represent catalyst active social-justice leadership inclusion indentifies ombody equity Courage accountability solidarity trust receptive backgrounds receptive social-informative centering inclusion additive courage accountability solidarity respectives accountability solidarity leadership concious accountability solidarity leadership concious accountability solidarity co-creation accountability solidarity inclusion accountability solidarity co-creation accountability solidarity inclusion accountability solidarity co-creation accountability solidarity inclusion accountability solidarity accountability solidarity inclusion accountability solidarity accountability

RESOURCES

https://faculty.med.psu.edu/professional-development/inappropriate-comment-guidelines/

Office of Diversity, Equity and Inclusion



Anti-Racism Resources

Anti-racism requires a lifelong commitment--it is not something that can be developed simply by attending a workshop or reading an article. The work is intentional, requires reflection, skill development and ongoing practice.

To support members of the Larner College of Medicine community in their own personal and professional growth, we are sharing actionable anti-racism resources. This is not an exhaustive list and we encourage you to contact us if you would like to add a resource.

LEVEL 1 - FOUNDATIONS

SELF REFLECTION

ARTICLES:

- · What is Racism? Dismantling Racism Works Web Workbook
- White Privilege: Unpacking the Invisible Knapsack, Peggy McIntosh
- · White Supremacy Culture, Kenneth Jones and Tema Okun
- · The Costs of Racism to White People, Paul Kivel

VIDEO:

- · Race- The Power of an Illusion, PBS
- 13th Ava DuVernay
- Unnatural Causes: In Inequality Making Us Sick PBS

BOOKS:

Leadership Resources

HOW-TO GUIDES:

- · Building An Anti-Racist Workplace Time's Up Guide to Equity and Inclusion During a Crisis
- The AAMC Framework for Addressing and Eliminating Racism at the AAMC, in Academic Medicine, and Beyond

· Anti-Racism Resource Guide - Becoming an Inclusive Leader- University of Iowa Carver

RESOURCES

leadership mutual

welcoming equality riendliness

intersectionality

difference

belonging

valuedrespec

respect

experiences

https://www.med.uvm.edu/diversityinclusion/focg_curriculum_landing/anti-racism_resources

support-syste support-system accountability trust welcoming courage solidarity leadership affirming community acceptance inclusion dignity honestybelonging identities idenities community

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



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

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



2023 HEALTH EQUITY SUMMIT

Closing the Margin: Avenues to Health Equity



University of Vermont HEALTH NETWORK

What do we expect for next vear?



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 t heir needs and no group of people is given special treatment.





With applogies to Shell Silverstein from @lunchbrea

John Maeda 2019 Design In Tech Report | "Addressing Imbalance" Illustrations by @lunchbreath

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...

