



EMORY

UNIVERSITY
SCHOOL OF
MEDICINE

FY 2021 Year-End Report on **Diversity, Equity & Inclusion**

July 1, 2020 was day one: The Emory School of Medicine officially established its Office of Diversity, Equity and Inclusion (DEI).

The opening of the office reflected the School's ongoing commitment to continue developing a diverse, equitable and inclusive environment where all faculty, learners and staff thrive.

The aims and ambitions of the new Office of DEI are grounded in four strategic areas:

1. Awareness, Learning, and Growing
2. Inclusive Culture and Climate
3. Community Engagement
4. Research and Innovation

These four are harmonious with three larger efforts that guide both the university and SOM:

- One Emory: Engaged for Impact
- Emory University's DEI Strategic Plan
- Emory School of Medicine's "Excellence to Eminence" Strategic Plan

Here now are 15 of the highlights from the first year of the School of Medicine's DEI office...

ACTUALIZING OUR COMMITMENT

Our vision is a community that is diverse, equitable and inclusive ... where all faculty, staff and learners thrive. Our strategic plan serves as a way to fully realize this vision.

In developing the plan in FY21, DEI leadership worked with the Emory School of Medicine's strategic initiatives team. We engaged faculty, staff, learners, partners and other stakeholders over nine months to produce an actionable plan anchored by a half-dozen goals:

1. **Promote and sustain a healthy and inclusive climate** that provides a sense of authenticity and belonging for all community members to feel valued, supported and fully engaged through equitable and accessible opportunities.
2. **Design and implement an educational portfolio** for learners, staff and faculty that infuses principles and competencies of equity, cultural humility, antiracism, bias mitigation and respect for all members of our community.
3. **Intentionally integrate the principles of equity and inclusion** in our interactions, spaces, policies and practices to break down structural and systematic racism, homophobia, transphobia, gender inequities and other barriers that impact marginalized groups. Holding leaders accountable for modeling inclusive behaviors, supporting, and driving DEI priorities.
4. **Creating a clear sense of visibility and engaging** the Emory community, alumni, Atlanta community and regional institutional partners to promote equity (health, education, economic equity and access to resources).
5. **Commit institutional energy and resources**, including infrastructure and programming, to create and sustain the long-term cultural and representational change necessary for the success of the SOM journey from excellence to eminence to expand idea creation and stimulate discovery and innovation.
6. **Be intentional and transparent** in how we communicate, implement, and measure equity and inclusion initiatives/innovations. Celebrate accomplishments locally, nationally, and globally.



[See the Executive Summary of the plan >](#)

EXTENDING AN APOLOGY LONG OVERDUE



More than 60 years after his application to Emory SOM was not considered due to his race, Marion Hood returned to campus for an event in his honor.

It was a painful time of racial segregation in our country.

The year was 1959. When Dr. Marion G. Hood applied to Emory School of Medicine, he was not even considered for admission, due to his race. Despite this obstacle, Dr. Hood went on to have a long and distinguished career in the field of gynecology and obstetrics.

This year, during a virtual celebration of Juneteenth, Emory School of Medicine formally apologized to Dr. Hood and invited him to share the rest of his story. His message of tenacity and resilience in the quest to be a physician inspired students, faculty and staff.

[Watch the virtual celebration >](#)

UNCONSCIOUS BIAS EDUCATION PROGRAM

Building awareness of the attitudes within

Because unconscious bias lives inside all of us, education and training are crucial to building awareness of the attitudes we hold. More than 2,500 SOM faculty, staff and learners have now completed sessions in unconscious bias, and our program has now certified 38 trainers to lead sessions in the School and across Emory Healthcare. Next year, the program will be renamed Implicit/Unconscious Bias Training.

URiM FACULTY DEVELOPMENT PROGRAM

Promoting success in the academic arena

Faculty who identify with groups historically underrepresented in medicine gained access to resources, information and tools to promote academic success this year. For five months, participants experienced diverse speakers, peer mentoring, networking and coaching from organizational leaders. The URiM Faculty Development program signified a collaboration between the SOM and the Department of Medicine Diversity, Equity & Inclusion Council (with support from Health Resources and Services Administration).

THREAD DIRECTOR FOR DIVERSITY, EQUITY, INCLUSION AND RACIAL ADVOCACY

Ensuring curriculum reflects mission

SOM appointed a first-ever thread director to promote diversity, equity, inclusion and racial advocacy in the curriculum for the MD program. Tracey Henry, MD, MPH, MS, assistant professor of medicine, assumed the role in February to prepare medical students to work towards health equity through their role in the medical profession. Says Henry: "This role is an opportunity to empower our learners to not only become effective clinicians exhibiting cultural humility, but to equip them to become leaders and advocates."

CREATING A NEW MULTI-FACETED APPROACH



Dr. Sheryl Heron led development of the Actionable Education Initiative.

To heighten awareness of DEI through multiple strategies, Dr. Sheryl Heron consulted with SOM's leadership team to create a special initiative – the Actionable Education Initiative.

Throughout the year, four subcommittees developed recommendations to create educational offerings that address four areas of focus: history, implicit bias training, bystander/upstander and anti-racism.

With the focus areas determined and recommendations made, the team is now proposing curriculum for each area. Educational offerings in various forms will then follow.

4 FOCUS AREAS OF THE AEI

ANTI-RACISM

IMPLICIT BIAS TRAINING

UPSTANDER/BYSTANDER

HISTORY

PATIENT BIAS POLICY

Respecting and protecting healthcare professionals

Preventing bias, discrimination and harassment against healthcare professionals begins with a sound policy. Over the past year, Emory Healthcare and the SOM developed guidelines to ensure an inclusive, respectful working environment for these professionals – while also recognizing each patient as an individual with unique healthcare needs, values and cultural perspectives. Plans for team training are ongoing.

DISCRIMINATION AND HARASSMENT REPORTING

Making it easier to sound an alarm

What do you do when you experience discrimination or harassment? A new web page and reporting document created this year address that very question. The SOM communications – developed in alignment with Emory's Office of Diversity, Equity and Inclusion – are intended to both clarify and facilitate reporting of incidents and experiences.

[How to report discrimination / harassment >](#)

STAFF RECOGNITION AND ENGAGEMENT COMMITTEE

Celebrating each other's contributions

In summer 2021, a group came together to discuss and plan new programs to celebrate and recognize SOM staff. This 12-member Staff Recognitions and Engagement Committee will guide leadership in developing awards and other means of engagement to enrich our culture.

BOLD LEADERS SERIES

EMBRACING THE EXCHANGE OF BIG IDEAS



Dr. Julie Silver was a featured “bold leader” speaker. She talked about how to address gatekeepers in academic medicine.

Relaunching the Bold Leaders speaker series virtually in FY21 brought visionaries to lead school-wide conversations on a range of issues. In January, Julie K. Silver, MD explored key gatekeepers in academic medicine and how to address them to accelerate progress for people who identify with underrepresented groups. And in March, Chip Souba, Jr., MD, MBA, ScD examined resilience as a fundamental competency for organizations.

[More about the Bold Leaders Series >](#)



AFFINITY GROUPS

Enhancing the SOM experience

As an academic and healthcare community, we greatly value the affinity groups that engage through networking, professional development and other means. This year, we welcomed two new groups – the African American Women Collaborative and LGBTQ+ Faculty Affinity Group. Visit each group’s page to learn more.

FACULTY AFFINITY GROUPS

- [LGBTQ+ Faculty Affinity Group >](#)
- [African American Women Collaborative Faculty Affinity Group >](#)
- [Emory Alliance for Women in Medicine and Science \(EAWiMS\) >](#)

STUDENT AFFINITY GROUPS

- [Emory Medical Alliance \(EMA\) >](#)
- [Student National Medical Association \(SNMA\) >](#)
- [Asian Pacific American Medical Student Association >](#)
- [Latin American Medical Student Association >](#)
- [Alliance of Health Professions >](#)

PARTNER NETWORK OF THE ACTION COLLABORATIVE ON PREVENTING SEXUAL HARASSMENT IN HIGHER EDUCATION

Sharing what works in stopping sexual harassment

Thirteen organizations were the first participants in a new partner network launched by The National Academies to share efforts to prevent and address sexual harassment – and Emory is one of them. In July, the SOM abstract was accepted to be presented at the network’s 2021 public summit. The presentation: *Creating and Sustaining an Inclusive Culture and Climate: A Robust Train-the-Trainer Bias Facilitation Program.*

COMMUNITY ENGAGEMENT

SUPPORTING OTHERS TO PROMOTE COMMUNITY

Throughout the year, the SOM sponsored a number of community events to connect with and support partners, associations and initiatives. A few examples:

- **Sponsor** – National Medical Association Convention and Scientific Assembly
- **Co-Sponsor** – Emory Martin Luther King, Jr. Community Service Awards
- **Co-Sponsor** – Loretta Ross presentation, “Reproductive Justice is a Human Right”
- **Co-Sponsor** – Ruha Benjamin presentation “Viral Justice: Racism, Vulnerability, and Refuting Black Pathology”
- **Co-Sponsor** – Autism Awareness Month
- **Active Participants** – Association of American Medical Colleges (AAMC) and American Medical Association (SOM Office of DEI and OMA)



In March, Princeton University Professor Ruha Benjamin spoke on viral justice. Emory SOM was a co-sponsor of her community engagement appearance.

RETAINING CLINICAL SCIENTISTS

Adding support for those who care for others

SOM clinical scientists who are early in their careers – and whose family caregiving responsibilities increased during the pandemic – got added support this year, thanks to a new award from the Doris Duke Charitable Foundation COVID-19 Fund to Retain Clinical Scientists. Allocations from the fund allow faculty to offset research and caregiving expenses at a critical point in their careers. The fund will also enhance access to professional development, mentorship and sponsorship activities.

STUDY ON THE IMPACT OF THE COVID-19 PANDEMIC ON FACULTY IN THE EMORY SCHOOL OF MEDICINE

Exploring how a pandemic affected our people

The COVID-19 pandemic had a wide range of effects on personal and professional activities. To better understand these effects on School of Medicine faculty, we invited them to share their experiences in a survey. Their responses will inform future faculty support initiatives.