

UAMS[®]

Division for Diversity,
Equity and Inclusion

Kaleidoscope



Kaleidoscope



The kaleidoscope enables us to see a brighter, more dynamic future.

Dear Team UAMS,

In this challenging time of global pandemic, it is all the more important to maintain an attitude of cultural humility. This means many things, but right now it means, above all, being mindful of ourselves and our interactions with others. Many people are struggling right now — with stress, overwork, sickness and even loss under the worst of circumstances. Our mindset should be one of compassion and understanding.

During this trying time, it is perhaps more important than ever to remember to celebrate our successes, too. To that end, we present to you our quarterly newsletter Kaleidoscope, through which we plan to keep you abreast of all the happenings at the Division for Diversity, Equity and Inclusion, as well as keep you informed about upcoming events.

The word “kaleidoscope” was coined by the toy’s inventor and comes from a

combination of three Ancient Greek words that together literally mean “to look at beautiful shapes.” We feel that it is a fitting name for our new publication, which is (like the toy) a tool of reflection through which variety and difference come together to create a single beautiful form: UAMS. The kaleidoscope enables us to see a brighter, more dynamic future.

Like the colorful decorations inside a kaleidoscope, the canvas of our campus is constantly moving, and nowhere is that more true than in our division. Founded in 2011 as the Center for Diversity Affairs, we recently reorganized as the Division for Diversity, Equity and Inclusion. But this is about more than rebranding with a new name. It is about implementing an inclusive excellence approach and broadening the division’s scope to support all of UAMS’s missions. The core of that idea is the belief that diversity, equity and inclusion are core components of an outstanding institution.

I’d ask you to think about each of those elements — diversity, equity and inclusion — as you look over what our division has been doing these last few months. I’d also like you to think about how you fit into this tapestry of effort, particularly at this difficult moment of social distance. Individual isolation does not truly separate us, not from our mission or our obligations to each other. Creating and sustaining a culture of diversity and inclusion is everyone’s responsibility, even when working remotely. We all must make the effort. I welcome your assistance and feedback as we do.

In the meantime, enjoy the beautiful shapes.

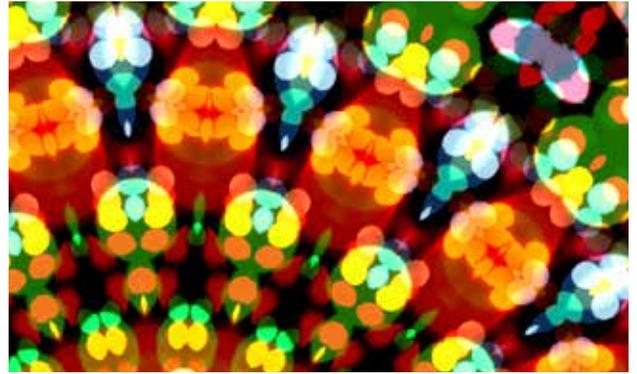
Sincerely,

Brian Gittens, Ed.D.

Vice Chancellor for Diversity, Equity and Inclusion

University of Arkansas for Medical Sciences

First Quarter Events



The [Division for Diversity, Equity and Inclusion](#) had much to celebrate during the first quarter of 2020, including our observances of Martin Luther King Jr. Day in January and Black History Month in February.

At the annual [MLK event](#), guest speaker Crystal C. Mercer spoke about her lifelong passion for community service, and the division launched its [UAMS Serves](#) initiative, challenging divisions, departments, units, employees and students across the institution to get involved in community service and log their volunteer hours over the first half of the year. That service will be celebrated during Diversity Month in September.

In lieu of a single, organized event to celebrate Black History Month, this year the division invited the entire institution to participate in a learning exercise called [Windows and Mirrors](#). The activity involved watching a short film and then discussing it with a small group. The video featured an awkward social interaction between two apparently very different people, and the discussion questions were designed to prompt participants to think about the motivation and mindset of each character. The intent was to explore implicit bias and the assumptions many people make based on appearances.

The video was viewed nearly 250 times by at least 386 participants, with more than 40 employees and students registered to facilitate gathering groups and asking the questions to prompt discussion.

In addition to this large-scale exercise in growing an atmosphere of cultural humility, the division also [hosted a visiting guest](#), Leon McDougle, M.D., M.P.H., chief diversity officer and professor at the Ohio State University Wexner Medical Center, who lectured on the overt bias often encountered by health care workers and the lack of training many have to deal with those situations.

Finally, the division also celebrated LeKiva Cobb, a University of Arkansas at Pine Bluff senior who will attend the UAMS Graduate School this fall. Cobb is a past participant in the [DDEI Summer Research Internship program](#). She, along with INBRE students from UAPB and Lyon College, presented to Gov. Asa Hutchinson and state legislators at the Arkansas STEM Poster Conference held at the State Capitol.

DDEI Summer Outreach Programs at UAMS

Go Virtual

Because of the outbreak of the COVID-19 pandemic, the summer outreach programs of the Division for Diversity, Equity and Inclusion will be conducted digitally this year.

These programs include a variety of camps and courses aimed at recruiting and building up-and-coming talent through a continuous pipeline of educational opportunities that will help create diversity and equity in the health care fields and, ultimately, in health care education.

“Multiple studies have shown that more diversity in health care leads to better patient outcomes,” said Brian Gittens, Ed.D., vice chancellor for diversity, equity and inclusion at UAMS. “Our outreach efforts are ultimately about achieving that goal: creating a student population representing a variety of backgrounds that match the broader social demographics, which will then go on to be tomorrow’s doctors, nurses, pharmacists, researchers, technicians, public health policymakers and medical school professors.”

These programs include the Junior STEM Academy for kindergarten through fifth grade, the Senior STEM Academy for sixth through eighth grade, the Academy of Pre-Health Scholars for college-bound high school students and the Pre-Medical Summer Scholars program for undergraduates preparing to apply to medical school.

Because of the wide diversity in participants, each program will take a slightly different approach to being conducted in a virtual environment, but together they will employ tools such as online conferencing, chat software and virtual classrooms for remote learning.

An additional summer program, the Summer Research Internship program, which allows undergraduate and graduate students the opportunity to spend months engaged in in-depth scientific research under the direct mentorship of UAMS faculty, will also not take place on campus this summer.



Strategy Team and Diversity Subcommittees

In the closing months of 2019, Brian Gittens, Ed.D., vice chancellor for diversity, equity and inclusion, recruited a dozen leaders from throughout UAMS to work together as a strategy team, helping achieve the goals outlined in the division's strategic plan, which was itself written by divisional staff to align with the UAMS Vision 2029 plan.

"Our division is and always should be built around the idea of providing service and support to the rest of the institution. Obviously, you can't do that if you live in silos and never seek input from elsewhere on or off campus," said Gittens.

In addition to forming the strategy team, the division created eight subcommittees, each charged with advising institutional leadership via a DDEI staff liaison on crafting and implementing policy and signature programs regarding various traditionally underrepresented minority groups: recruitment and retention of minority faculty, staff and students, veterans, women, LGBTQ+ individuals and those with disabilities.

Each subcommittee is co-chaired by faculty or staff members and comprised of volunteers from all over the institution. Currently more than 100 faculty and staff members participate in regular meetings of the subcommittees.

"Our intent is to shape policy with a view that is informed by a 'grassroots' perspective," said Gittens. "We sought and continue to seek those who are passionate about representation and are willing to advocate for these identified groups by being a voice for them as we pursue our strategic objectives and work to become a national leader in diversity, equity and inclusion."

Additionally, the newly created Diversity and Inclusion Engagement subcommittee assists DDEI in promoting an awareness of and an appreciation for the diversity of our campus community, as well as in engaging campus community members by designing, planning and implementing campus-wide initiatives and events that further the mission of DDEI.

Strategy Team

Brian Gittens	Crystal McCray-Lewis
Audrey Bradley	Trenda Ray
Keneshia Bryant	Sara Tariq
Erick Messias	Gregory Robinson
Thomas Kelly	Shuk-Mei Ho
Kristen Sterba	Dorothy Graves
Angie Choi	

Underrepresented Minorities (Faculty)

Co-chairs: Beatrice Boateng and Ronda Henry-Tillman

DDEI Liaisons: Rosemary Nabaweesi and Gloria Richard-Davis

Underrepresented Minorities (Student)

Co-chairs: Antiño Allen and Eddie Ochoa

DDEI Liaisons: Nick Pettus, Kim Blann-Anderson and Gloria Richard-Davis

Underrepresented Minorities (Staff)

Co-chairs: Sherie Brown and Jeff Phillips

DDEI Liaison: Odette Woods

Disabilities

Co-chairs: Andrea Neal and Tom Jones

DDEI Liaison: Odette Woods

Diversity and Inclusion Engagement

Members: Shey Anderson, Brenda Burks, Valerie Camper, Pam Christie, April Hughes, Kim Givens, Andrea Neal and Isis Pettway

DDEI Liaison: Odette Woods

LGBTQ+

Co-chairs: Daniel Knight and Masil George

DDEI Liaison: Amber Booth-McCoy

Veterans

Co-chairs: Charlotte Gass and Eric Turner

DDEI Liaison: Odette Woods

Women's Committee

Co-chair: Emily Freeman

DDEI Liaison: Andrea Roy



**“Multiple studies
have shown that more
diversity in health
care leads to better
patient outcomes.”**

– Brian Gittens, Ed.D.

Vice Chancellor for Diversity, Equity and Inclusion

University of Arkansas for Medical Sciences



DDEI Academy

for Inclusive Excellence



As part of its commitment to fostering a more diverse and inclusive atmosphere on campus and throughout the institution, the Division for Diversity, Equity and Inclusion has created the Academy of Inclusive Excellence to offer training and professional development for our institutional community.

The Academy offers single-setting courses that will help faculty, staff, and students better understand the role diversity plays in fostering excellence on campus, as well as in-depth programs and workshops within the space of diversity, equity and inclusion.

If your department would be interested in any programs offered by the Academy, please contact Amber Booth-McCoy at ANBooth@uams.edu or 501-686-8675.



Course Offerings:

Great Minds DON'T Think Alike... A Case for Diversity, Equity, and Inclusion

This 2.5-hour interactive course states a well-crafted and interesting case advocating for the importance of diversity, equity, and inclusion. It provides a data-driven and humanistic approach to the often-obscure subject of inclusion. This course assists learners with understanding and appreciating differences in backgrounds, cultures, and personality types. Using the philosophy of cultural humility as its framework, this course includes tips and guidance on how individual employees can promote diversity, support inclusion, and advocate for equity.

Creating an Inclusive Environment

Are you hiring for diversity but celebrating conformity? This session moves past the numbers game of diverse representation to focus on leaning into and leveraging the unique abilities, perspectives, styles, and ideas of each person. This course explores stereotypes, implicit bias, cognitive diversity, and tools for creating an inclusive workplace. Three practices lay out a personalized path for identifying, engaging with, and advocating for individuals whose voices must and should be heard.

Age & Technology in the Workplace

Today's workforce encompasses the most generationally diverse workforce in U.S. history. This interactive course explores best practices for inclusivity amid the fast-paced advances in technology and team communication. Additionally, the course offers tips and tools for bridging communication and/or technological competency gaps in team dynamics.

Implicit Bias and its Everyday Impact

This is a 2.5-hour interactive course designed to increase awareness of implicit bias and reduce its impact at the University. This course reinforces the UAMS values in context to diversity, equity, and inclusion that enable the University to attract and retain a diverse students, faculty, staff, and trainees, create inclusive communities, and leverage inclusive excellence. Additionally, the course introduces the effects of implicit bias on our social systems: education, health care, and community.

Everyday Bias for Healthcare Professionals

Bias is the inclination to judge without question. It is an automatic response from our brain that happens without our awareness, intention, or control. This training will provide participants with the knowledge and tools to recognize bias in themselves, their behaviors, and their workplace. Participants are then equipped to disrupt the impact of bias on their decision-making.

Implicit Bias for Leaders: Impact on Decision-Making

This 2.5-hour course is an introduction to the concept of implicit bias and focuses on its impact on organizational decision-making. It combines fundamental psychological approaches like stereotyping threat, unintentional blindness, and selective attention along with more traditional diversity approaches that emphasize micro-advantages and micro-inequities. Participants are challenged to review organizational systems and identify opportunities to mitigate bias and advance diversity, equity, and inclusion.



It's the Little Things: Introduction to Micro-Inequities and Micro-aggressions

Bias is the inclination to judge without question. It is an automatic response from our brain that happens without our awareness, intention, or control. This training will provide participants with the knowledge and tools to recognize bias in themselves, their behaviors, and their workplace. Participants are then equipped to disrupt the impact of bias on their decision-making.

Micro-Inequities in the Workplace

Micro-aggressions and micro-inequities are little things that make a huge difference regarding employee engagement and team productivity. This is a 1.5-hour interactive course designed to explore the impact micro-aggressions and micro-inequities, in the workplace, specifically their impact on mental health and wellness. The course provides tools for the mitigating impact of micro-aggressions and inequities. In addition, it offers tips for developing healthy coping skills when faced with frequent micro-aggressions/micro-inequities.

Reassessing a Cultural Experience (R.A.C.E.): Introduction to Race/ Ethnicity and its Impact on Social Systems

This is a 2.5-hour interactive course exploring the social construct of race. The module provides an understanding of race, its origin, purpose, and effects on social systems such as education, health care, and community.

How Can I Best Support You?: Developing an Inclusive & Affirming Environment for Diverse Student Populations

This is an interactive course designed to provide professional school faculty and staff with tools for supporting a diverse student body. Using the philosophy of cultural humility as its framework, this course includes tips and guidance on how individuals and organizations can mitigate implicit bias and micro-inequities and move toward intentional inclusivity.

Mental Illness and the Workplace: Exploring the Importance of Being Inclusive in the Workplace

This 1-hour interactive workshop is designed to address the importance of inclusive workplace conversations regarding mental health and associated stigmas. This course equips managers/university change agents with tools for changing the narrative and creating an affirming culture in regards to mental illness.

LGBTQ Key Concepts for Care

This course provides a foundation for understanding key terms, health disparities, and necessary concepts for providing LGBTQ+ care. Additionally, the course offers a framework and tools for best practices for health care providers in relation to the LGBTQ+ population.

Gender-Affirming Patient Care

In this module, participants will learn ways to provide affirming and inclusive health care for lesbian, gay, bisexual, transgender or queer (LGBTQ) patients.

Developing Allyship and Advocacy

Allies—people who are not LGBTQ themselves—have done an enormous amount to advance the cause of LGBTQ equality. An ally can show support for LGBTQ friends, coworkers, classmates, neighbors, co-congregants, family members and others in a wide variety of ways. This course provides tips and tools for becoming and ally and advocate for the LGBTQ+ community.

Access Isn't Just Accessibility: Creating Inclusive Environments for People Differently-abled

This 1.5-hour course is an introduction to the concept of cultural competency of disability in the professional and health care environment. Participants will explore their biases related to various types of disabilities and work toward an intentionally inclusive environment.



Programs and Workshops



S.E.E.D. Seeking Educational Equity and Diversity

The UAMS SEED Project is a 9-month cohort-based program for faculty and staff designed to address educational equity and diversity. Cohorts meet monthly and journey through the intricate and interesting topics. Participants explore their own understanding and education in context to the various dimensions of diversity. Participants will also examine the implications these dimensions have directly and indirectly on our institution.

When We Face Bias

This 1.5-hour interactive workshop provides faculty and learners with the tools they need to respond to biased comments from patients. The workshop also includes tools to help educators manage bias when a learner is present. The workshop is tailored to the audience's requirements.

Unpacking the Tough Stuff: Introduction to Intentional Inclusivity

This is a 2-day interactive workshop designed to provide a well-crafted and interesting case advocating for the importance of diversity, equity, and inclusion. It provides a data driven, and humanistic approach to often obscure subjects in relation to inclusion. Using the philosophy of cultural humility as its framework, this workshop includes tips and guidance on how individuals and organizations can mitigate implicit bias, micro-inequities, and move toward intentional inclusivity.

Reframing Your Resilience: Overcoming Self-doubt and Impostor Syndrome

This highly interactive workshop is comprised of two 3-hour sessions, each crafted to provide participants with a set of well-developed tools for personal resourcefulness. This small group, highly personalized setting creates space for self-discovery and exploration. It also includes self-directed assignments outside the workshop.

Meet the DDEI Team



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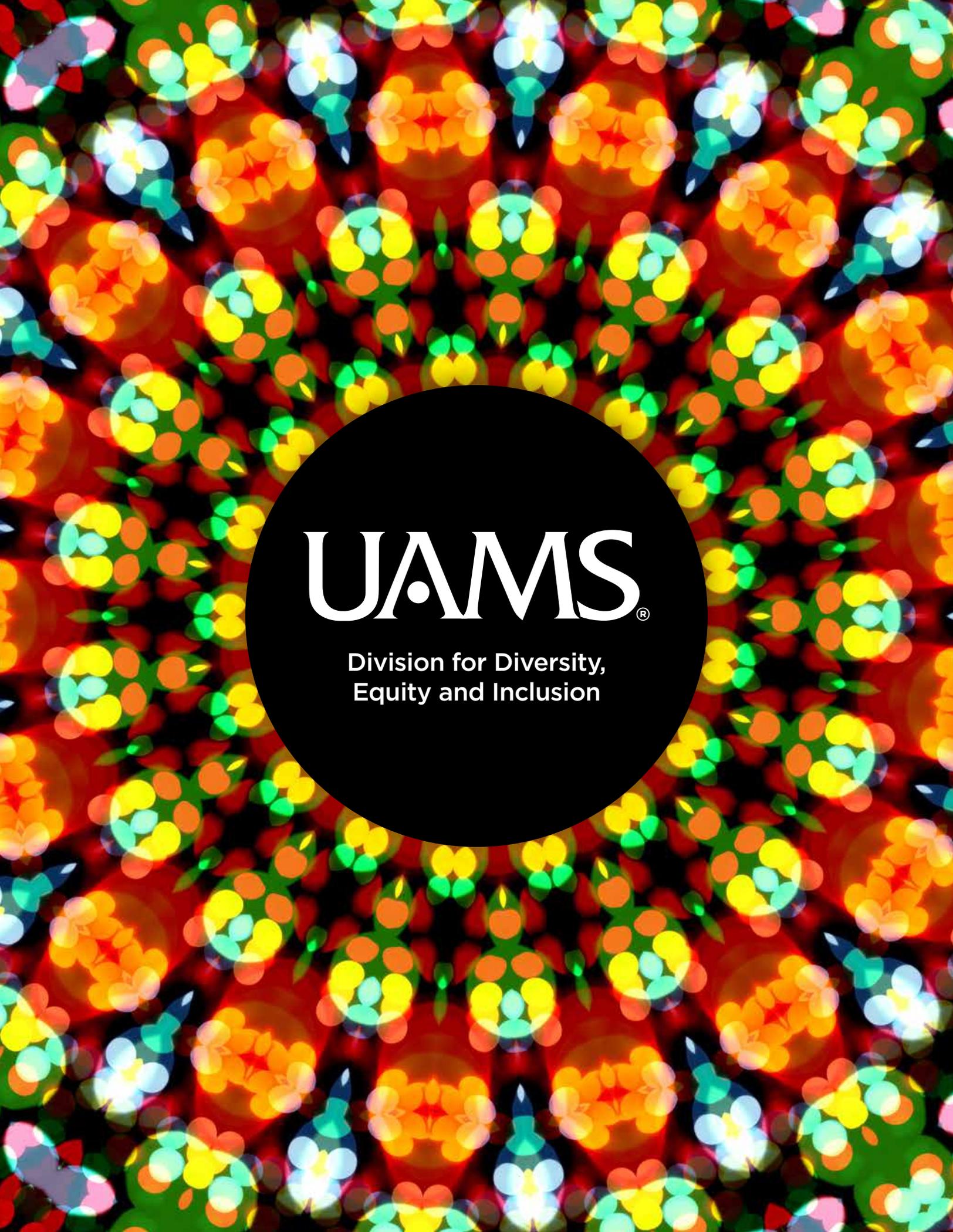
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