

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION ANNUAL REPORT

4030 Bondurant Hall, CB 7000 | Chapel Hill, NC 27599

diversity@med.unc.edu | med.unc.edu/inclusion



The 2021 DEI Family Reunion fostered a sense of belonging among our faculty, staff, and learners.

Taking Care of Home

“

Our collective mission is to improve the health and well-being of the people of North Carolina. We cannot do that unless our workforce reflects the diversity of the state we serve, and access to quality care is equitable for all North Carolinians. We have been challenged in so many ways over this last year, but the work that we are doing together will lead to lasting change that will lift us all, and help us move toward that mission.

Dr. Wesley Burks
Dean, UNC School of Medicine
CEO, UNC Health

”





Table of Contents

ORGANIZATION

COVID-19 and the Social Justice Climate	4
Creating Systemic Change	7
UNC Health Equity	9

LEADERSHIP & FACULTY

Clinical Initiatives	10
Basic Science Initiatives	11
Bridging the Gap Between Army and Civilian Trauma Care	12
Justice, Equity, Diversity and Inclusion (JEDI) Toolkit	13

TRAINEES

Project EMBRACE	14
Tackling the Challenges of 2020	15
Postdoctoral Scholars	16

STUDENTS

Medical Education	18
Graduate Education	20
Allied Health	21

STAFF

Expanding Council Representation	23
----------------------------------	----

DIVERSITY LIAISONS

Basic Science and Clinical Departments	24
----------------------------------------	----

ON THE HORIZON...

Carolina MED EXCEL	30
Rising Star Program	31

WHO WE ARE

Our Team	32
Our History	32

Organization



COVID-19 and the Social Justice Climate

In March 2020, UNC moved to initiate the first phase of its response to the COVID-19 pandemic, which was characterized by a large-scale organizational shift to online work and learning. Amid this transition, the School of Medicine welcomed its new vice dean for diversity, equity, and inclusion, Dr. Nathan E. Thomas III. By the end of March, early data on the spread of COVID-19 were already indicating that Black and Latinx communities were experiencing disproportionately large numbers of COVID cases among their populations—trends that compounded the effects of health disparities already plaguing these communities. As spring turned to summer, the pandemic-induced stressors on Black and Brown communities were further exacerbated as unarmed Black civilians were murdered in several high-profile police shootings, pushing these communities to lead a global movement for social justice largely aligned with the Black Lives Matter movement.

In response to these twin crises, the School of Medicine (SOM) reconfirmed its commitment to making systemic changes to support marginalized communities—both within the school and across the state. Dr. Thomas and his team led this response by first convening a school-wide town hall, followed by smaller listening sessions to hear from the school's leaders, learners, faculty, and staff, with a focus on supporting individuals from underrepresented groups. After seeking the input of these various groups, Dr. Thomas charged every department in the SOM with developing an Inclusive Excellence Plan to be shared on the school's website, for which the community could hold department leadership accountable.

Over the past academic year, the SOM has launched six significant initiatives designed to bring structural and lasting change. These initiatives are described on the following page.



Dr. E. Nate Thomas III
Vice Dean for Diversity,
Equity, and Inclusion

Realignment of DEI Activities under the Office of Diversity, Equity, and Inclusion (ODEI)

Under Dr. Thomas's leadership, DEI work previously happening in different areas across the SOM was brought under the umbrella of one office. This change brought together work on the rural physician pipeline via the Office of Rural Initiatives (ORI), work supporting our underrepresented medical students and medical student pipeline via the Office of Scholastic Enrichment and Equity (OSEE), work happening with our PhD students, and work supporting our clinical trainees, postdocs, staff, and faculty. Over the past year, the DEI team has strategically evolved, and with this annual report, the Office of Inclusive Excellence is officially introducing its new name: the **Office of Diversity, Equity, and Inclusion**.

Diversity, Equity, and Inclusion Training

The SOM undertook the ambitious challenge of providing facilitated unconscious bias training for all faculty members, beginning with a one-hour Bias 101 workshop that was presented to each department over the past year. Additionally, the UNC SOM and UNC Health partnered with the Racial Equity Institute of Greensboro to offer a two-day racial equity program for more than 200 leaders, including executive and senior leadership. These training opportunities were intended to increase awareness among our faculty and leadership about the challenges facing marginalized groups and to increase understanding of how individuals' own identities can create blind spots and perpetuate disparities and oppression.

Task Force to Integrate Social Justice into the Curriculum

In June, the SOM initiated the [Task Force to Integrate Social Justice into the Curriculum](#), with the goal of preparing our students and trainees to improve health equity and reduce health disparities. The task force, led by Vice Dean Nate Thomas, worked over the course of four months with the Office of Medical Education to develop recommendations around three key areas that would require systemic change in order to effectively integrate social justice into the medical curriculum: the learning environment, curricular innovation, and faculty development. In October 2020, the task force went before the education committee to present 42 recommendations related to medical education.

Over the summer of 2021, the task force leadership continued to work throughout the SOM to track the implementation of the recommendations. Simultaneously, the task force has shifted its focus and expanded its membership in order to develop a new suite of recommendations for integrating social justice into Graduate Medical Education, Allied Health curricula, and Biological and Biomedical graduate programs.

Including DEI in the APT Process

One way that the SOM will build accountability around DEI work is by requiring each faculty member to include work toward DEI in the appointments, promotions, and tenure ([APT process](#)). As of July 1, 2021, all faculty are required to submit a DEI statement as a part of their APT packet in addition to including DEI work in a newly designated section on their CV. Thanks to the leadership of Drs. Kim Boggess and Cam Enarson in Faculty Affairs, this level of accountability will help to make all faculty stakeholders in the success of the SOM's DEI mission and amplify the impact of the work.

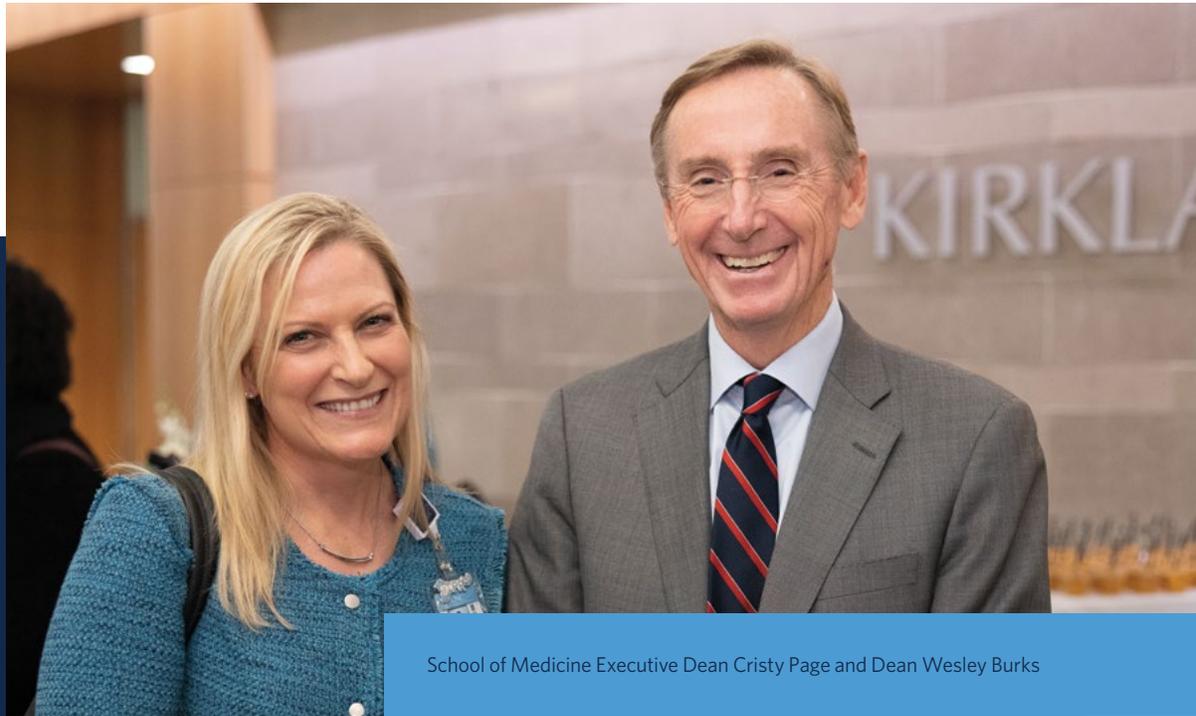
DEI Leadership Retreat

As the SOM works to advance diversity, equity, and inclusion, it is imperative that we engage our senior leaders. In order for our leaders to grow and learn around DEI, they need safe spaces in which to explore concepts related to their personal identity and to be vulnerable about their own experiences. The SOM Office of Diversity, Equity, and Inclusion (formerly the Office of Inclusive Excellence) met that need in February 2021 by inviting the school's vice deans, department chairs, associate chairs for administration/business managers, and diversity liaisons to a DEI Leadership Retreat focused on the theme of "Taking Care of Home: Reimagining, Resetting, and Reintroducing DEI in the School of Medicine."

The event took the form of a retreat so that participants would have the opportunity to work together and forge stronger bonds to improve communication and teamwork around DEI in the workplace. The retreat included both large and small group discussions, in which leaders explored various aspects of their identity, identified specific blind spots they might have as a result of those identities, and strategized about how to improve the climate of their department/unit to enhance underrepresented faculty success and recruit and hire more underrepresented faculty.

STAHR

In order to help build a community of support for our Underrepresented in Medicine (URM) students and trainees, ODEI developed the STAHR (Students in Training, Academia, Health, and Research) program. STAHR uses a cluster mentoring structure that creates community, promotes faculty collaboration, and supports residents, medical students, postdocs, and faculty members. A key component of the mentoring program is its curriculum, which is grounded in the research-based Thomas Principles: Identity Development, Psychological Support, Social Support, Academic/Professional Development, Sense of Belonging, and Leadership Development. More than 100 participants took part in the first year of STAHR programming. Those individuals shared that the experience led them to feel valued by the institution and increased their sense of belonging, which helped them address challenging experiences in their work and learning environments.



School of Medicine Executive Dean Cristy Page and Dean Wesley Burks

“

We have proven that we can respond to a global pandemic while also having difficult, emotional conversations and making progress toward a more diverse, equitable, and inclusive environment for all of us to work, learn, teach, and conduct research at our very highest levels. I am so appreciative of the many individuals within our School of Medicine community who have committed their time, expertise, and experience to propelling us forward in this work.

Dr. Cristy Page
Executive Dean, UNC School of Medicine

”

Creating Systemic Change: The Emergence of DEI Councils and Committees in the UNC School of Medicine and UNC Health

In 2016, the UNC SOM established the [School of Medicine Diversity and Inclusion Council](#), and in 2019, the council produced a strategic plan that led the Dean's Office to establish three DEI priorities for the school's strategic plan, [Forward Together](#). The priorities were to **1) Build a more diverse community reflective of those we serve, 2) Cultivate an environment that promotes a more inclusive culture, and 3) Strengthen institutional infrastructure and systems to support diversity, equity, and inclusion efforts.** In 2020, ODEI implemented a [DEI Framework](#), where basic science and clinical departments used Inclusive Excellence Plans (IEPs) to address the school's DEI priorities. The DEI framework and IEPs provide a structure for diversity liaisons to implement diversity committees, establish action items, and measure DEI impact in their departments.

In addition, the May 2020 murder of George Floyd and related issues surrounding systemic racism led the SOM and several of its administrative units and centers to create diversity councils and committees. At the forefront was the Lineberger Comprehensive Cancer Center (LCCC), with its new Equity Council. The council established six areas of focus to develop DEI recommendations, oversee implementation efforts, and provide a mechanism for ongoing accountability.

UNC Health System Executive DEI Council

In addition, to enhance the DEI work between the UNC SOM and UNC Health, Dr. Cristy Page, the school's executive dean, and Aleyah Pryor-Pankey, executive director for DEI at UNC Health, helped launch and co-chair the inaugural 2020 UNC Health System Executive DEI Council. **Pryor-Pankey led the UNC Health climate survey and worked with Dr. Crystal Cené, UNC Health executive director for health equity; Dr. Page; and the [Executive DEI Council](#) to develop the UNC Health DEI and Equity strategic plans, which will help amplify the work already happening in the SOM.** The school's 2019 climate survey revealed that staff and underrep-

resented groups (people of color and individuals who identify as LGBTQ) felt less connected to the SOM compared to most faculty and leaders; the 2020 UNC Health climate survey revealed similar findings among staff and underrepresented groups. As a result, the SOM and UNC Health are developing a 2021 joint climate survey, with the goal of supporting DEI councils and committees through the collection of data that will lead to strategic decision-making and create systemic change across the organization.

“



I am proud of how UNC Health and the School of Medicine responded to the pain and trauma caused by the murder of George Floyd. We quickly offered opportunities for open dialogue and sponsored walks for health equity in support of Black Lives Matter. While this was and continues to be a painful period in the history of this country, it has opened the hearts and minds of many. It is changing how we lead our teams, engage with our coworkers, treat our patients, and show up in our communities. We are committed to creating an anti-racist culture that's focused on the health and well-being of all people.

Aleyah Pryor-Pankey
System Executive Director for
Diversity, Equity, and Inclusion,
UNC Health Care

”



“

The encouraging results of UNC's interventions underscore the effectiveness of the work done by Dr. Cené and her team.

”

UNC Health Equity

In July 2020, UNC Health named Dr. Crystal Wiley Cené as the organization's [first system executive director for health equity](#). In this new role, Dr. Cené leads UNC Health in its work to address the structures, policies, and practices that perpetuate health disparities in North Carolina. Even in the early months of the COVID-19 pandemic, data already showed that North Carolina's Black and Brown communities were seeing disproportionately high numbers of positive COVID-19 cases, underscoring the imminent need for Dr. Cené's leadership in this area.

Dr. Cené and her team have been instrumental in helping to mitigate health disparities associated with North Carolina's plan for COVID-19 vaccination distribution. As vaccination sites opened in counties across the state, a trend was apparent. In rural counties such as Lenoir and Johnston, the vast majority of patients receiving vaccinations were traveling from Wake County and were not local residents. Likewise, the overwhelming majority of individuals who received the vaccine self-identified as White, even in communities that had large numbers of Black and Hispanic/Latinx residents.

Specifically, early numbers from Kinston (Lenoir County) showed that over 70% of the people receiving the vaccine were residents of Wake County, while only about 10% were residents of Lenoir County. In Orange County, individuals who identified as Black made up just 2.5% of the total number of vaccinated patients in an area where 20% of the residents are Black. Similar statistics were found across the state. While the vaccine was being distributed at a high rate, the distribution was proving to be inequitable.

The disparities pointed toward flaws in the dissemination process for vaccine information, the sign-up process, and the locations of vaccination sites. UNC Health Equity immediately began adjusting the methods behind vaccine distribution.

Due to lack of broadband access in rural counties—where residents also often had less experience using technology—UNC shifted to more word-of-mouth advertising by partnering with trusted individuals and churches to get referrals for residents who needed to be vaccinated. In addition, churches and other community gathering locations were used as mobile vaccination sites. This increased the probability of rural patients getting the second dose of the vaccine. UNC also developed a Spanish language hotline and worked with local farms and meat processing plants to help disseminate the vaccine to their workers.

As a result of the efforts made by UNC Health Equity, by early February Lenoir County reported that over 86% of appointments were going to county residents, while only 2.5% of appointments went to residents of the Triangle. Kinston also reported that 41% of people being vaccinated from January 24 through February 13 identified as Black, matching the county's demographics. Similar shifts were reported throughout the state. The encouraging results of UNC's interventions to increase equity underscore the effectiveness of the work done by Dr. Cené and her team, illustrating what can be achieved through collaboration between health care and community-based organizations.



Dr. Crystal Wiley Cené
UNC Health System Executive
Director for Health Equity

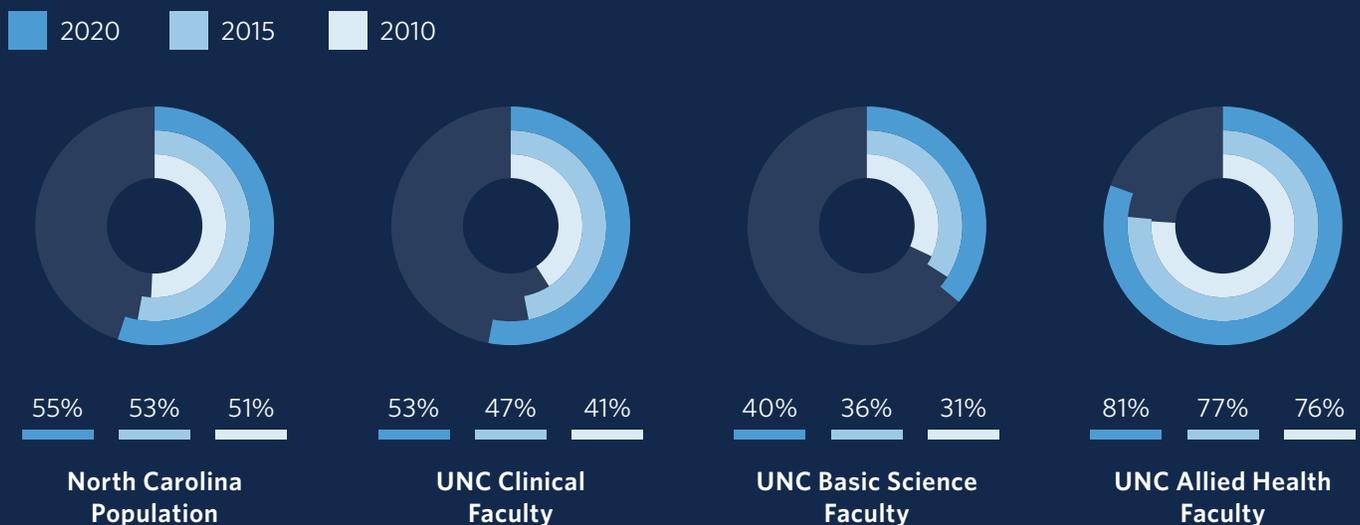
Leadership & Faculty

Clinical Initiatives

In April 2020, **Dr. Genevieve Neal-Perry** (pictured on page 11) was appointed chair of the Department of Obstetrics and Gynecology. She arrived several months into the COVID-19 pandemic and just shortly before the murder of George Floyd. While having to navigate the transition to a new organization, the complexities of the pandemic, and her own emotions surrounding the death of George Floyd, Dr. Neal-Perry worked with her team to find a path forward through such a turbulent time. She provided spaces to listen, engage, and give the individuals in her department comfort and direction to keep patient care at a premium. As a woman of color, a mother to a young Black man, and a physician, she shared a very personal account of her response to the atrocity of Floyd's death. Her candor opened the door to ongoing conversations in the department around racism and the role of the department and its faculty members. These conversations were formal-

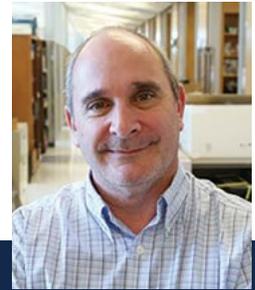
ized in a quarterly Grand Round Series focusing on issues of diversity, equity, and inclusion. Working with residents, staff, and faculty, Dr. Neal-Perry spearheaded the development of a pledge to patients that highlights the understanding that bias is real, and that the members of the department are doing their best to minimize its impact on patient care. Putting these lofty goals into action, Dr. Neal-Perry took the bold steps needed to revamp the administrative processes that had resulted in a two-tiered approach to care in the department. As chair, she has been actively engaged in the work required to move the department forward, whether through requiring annual DEI training for staff, trainees, and faculty; pushing for salary transparency across gender lines; and developing and sustaining a cadre of providers who better reflect the patients we serve.

Female Gender Representation as Percent of Population



Dr. Genevieve Neal-Perry (left)

Dr. Fernando Pardo-Manuel de Villena (right)



Basic Science Initiatives

The Department of Genetics is the largest basic science department in the SOM with 67 primary faculty as well as a large and vibrant group of staff and trainees. Under the leadership of chair **Dr. Fernando Pardo-Manuel de Villena** (pictured above) and with support from Vice Dean Nate Thomas, the department is committed to making meaningful changes in its operations to reduce demographic imbalances in the faculty and to contribute to dismantling the pervasive systemic racism that plagues academic research.

The department is finding success with its invited speaker series, which is focused on postdoctoral fellows underrepresented in medicine. The series features postdocs who are rising stars in areas of research relevant to the department's trainees, and it provides a valuable opportunity to identify outstanding research and potential

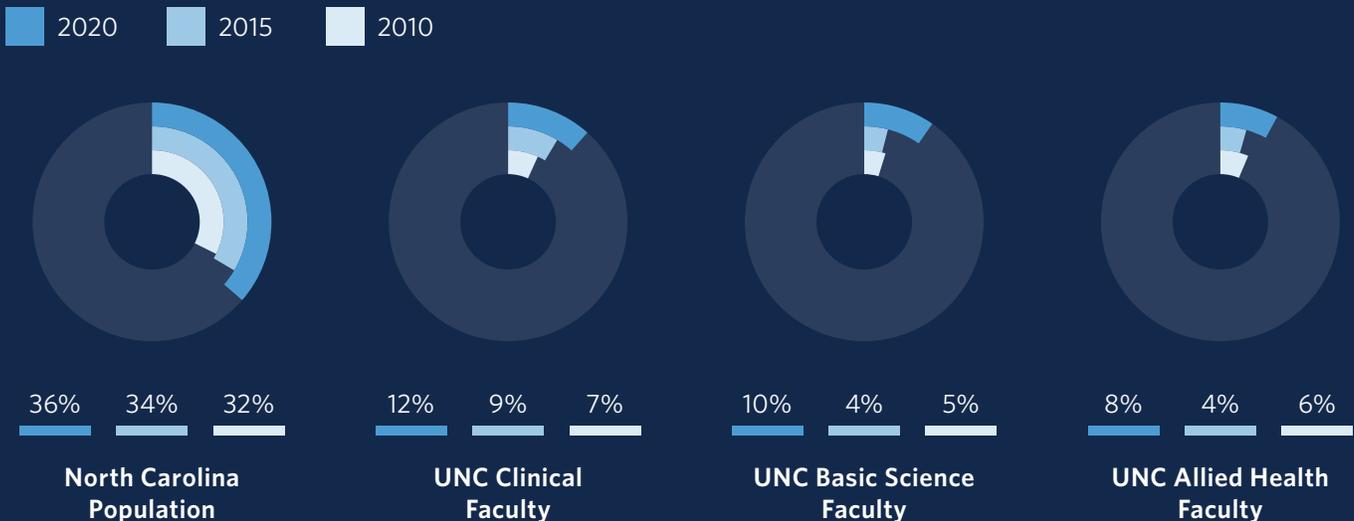
faculty candidates. The postdoc speaker visits are conducted as mock job interviews, with candidates interacting with students and faculty. The series is expected to complement and expand on the Rising Star Program being launched by the SOM.

In regard to gender equity, since 2017 the Department of Genetics has increased the percentage of female faculty from 35% to 45% overall. This year Dr. Folami Ideraabdullah became the first Black woman with a PhD to obtain tenure in a basic science department in the SOM.

In addition to these efforts, the department has committed a substantial portion of its resources to expand the impact of institutional programs aimed at reducing racial/ethnic biases in the faculty.

Underrepresented in Medicine (URM) as Percent of Population

American Indian, Black, Hispanic/Latinx, Native Hawaiian/PI, Two or More Races





Bridging the Gap Between Army and Civilian Trauma Care

UNC Health has established a partnership with the US Army that will support the armed forces by giving army medical personnel the opportunity to participate in trauma training at UNC Medical Center. The partnership is designed to give military surgeons and care providers access to UNC Health's nationally recognized Level 1 Trauma Center and Burn Center, where they will be trained on treating gunshot wounds, burns, and other traumatic injuries. Providers at army hospitals usually care for a younger and healthier patient population than is seen in a traditional hospital, which means they do not typically see a significant number of trauma situations. Through this innovative collaboration with UNC Health, the military surgeons and other care providers will have the opportunity to hone their communication and decision-making skills, making them better prepared to treat troops during armed conflict. Long-term plans call for establishing the UNC Trauma Military Education Immersion Center (MEDIC) at UNC Medical Center. **Dr. Daryhl Johnson** (top photo, in the center), medical director of the UNC Trauma Program, will help lead the military-civilian partnership at UNC Health. "We expect our partnership will be a model for similar initiatives across the country," Dr. Johnson said. "We are proud to provide a place to train our military medical providers, while learning from them and helping build a solid future for our nation's military readiness."

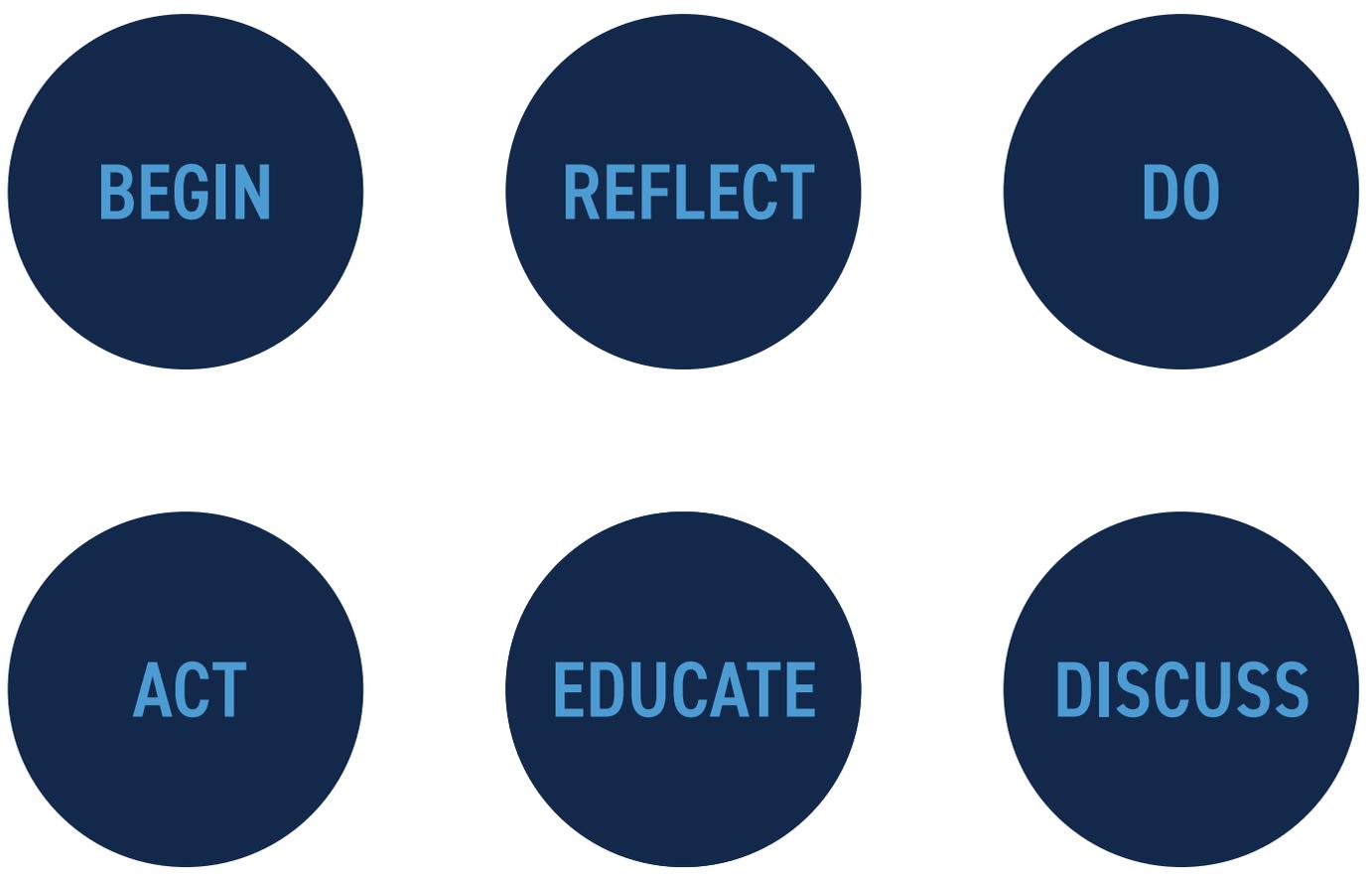
Justice, Equity, Diversity and Inclusion (JEDI) Toolkit

During the fall of 2020, Dr. Laurie Ray and Amy McLemore in the Department of Allied Health Sciences created the [Justice, Equity, Diversity and Inclusion \(JEDI\) Toolkit](#), a publicly available repository of resources to support efforts to improve justice, equity, diversity, and inclusion.

The toolkit grew out of an earlier collaboration between Dr. Ray and Dr. Dana McCarty (DAHS, Physical Therapy) focused on implicit bias. Their goal was to raise awareness and identify strategies to mitigate its effects in health care, specifically pediatric physical therapy. Through this effort, Dr. Ray collected a range of resources on inclusive teaching practices, awareness building, and the history of exclusion and racism in the United States. Dr. Ray also summarized practices she developed herself to work toward inclusion

and mitigate her own bias. Dr. Ray then sought the expertise of her colleague Amy McLemore, who leveraged her graphic design skills to shape the collected resources into a responsive digital toolkit. The JEDI toolkit now averages more than 1,000 visits each month; its most popular topics are [Micro-aggressions](#) and [Implicit Bias](#), while visitors spend the most time in [Quotes](#) and [Resources to Read](#).

In addition to promoting inclusion within the department, the toolkit has had a positive impact on recruitment. Recently, a candidate for the school's Clinical Rehabilitation & Mental Health Counseling program noted that the toolkit had given her the opportunity to examine her own biases, and she complimented the level of investment that the SOM is making in the area of inclusion.



BEGIN

REFLECT

DO

ACT

EDUCATE

DISCUSS

Trainees



Project EMBRACE team members planned and presented four noon conference sessions focused on identifying and countering implicit bias in medicine. Pictured above (left to right) are Carlos Rubiano (Medicine), Shanice Glasco (Med-Peds), Asantewaa Boateng (Med-Peds), Catherine Hayes (Pediatrics), Melissa Wooten (Med-Peds), and Darius Byramji (Pediatrics).

Project EMBRACE

A group of trainees from the Departments of Internal Medicine and Pediatrics chose to confront the social injustices exacerbated during the pandemic by joining together to tackle unconscious bias. By helping physicians and educators learn to recognize their own biases, Project EMBRACE (Ending Medical Bias and Racism by Advocating for Change and Equity) is helping to target the root causes of health disparities that plague marginalized communities in our state. The project team developed and presented four noon conference sessions this year. “The idea for EMBRACE was born out of frustration with the social injustices we’re continually witnessing in our country, highlighted this past summer by the deaths of George Floyd, Breonna Taylor, and

Ahmaud Arbery,” said project team member Melissa Wooten. “With the Black Lives Matter movement growing, it felt like we didn’t have a formal curriculum to bring this movement into our work and specifically discuss racism in medicine.” Dr. Wooten says that the series was created with the help of many individuals “to build a space for encouraging reflection, education, and most importantly, action around racism—whether it’s in the form of subtle implicit bias or decades-old institutional racism—that we witness every day in the health care field.”



Members of the Resident Diversity Initiative traveled to Philadelphia for the 2019 Annual Medical Education Conference (AMEC) of the Student National Medical Association (SNMA).

Tackling the Challenges of 2020

By now, the disparate impact of COVID-19 on Black and Brown communities has been well-documented. The impact that COVID-19 has had on clinical trainees who identify as Underrepresented in Medicine (URM), however, is often understated. These residents describe an exacerbated sense of isolation due to the fact that the COVID-19 pandemic has limited their ability to get to know and connect with other residents from underrepresented communities. Although video conferencing has facilitated some interactions that might not have otherwise occurred, those interactions pale in comparison to the bonding and camaraderie that typically occur in person. Limited travel options have further stymied some trainees' ability to connect with family and friends.

However, even in the face of the ongoing COVID-19 pandemic, some of our residents have still managed to find positivity through the Resident Diversity Initiative (RDI). RDI meets during the year to foster a sense of belonging and community among URM residents. One resident found inspiration from other physicians who were making it their mission to vaccinate interested people from underrepresented communities. Another expressed gratitude that, although the pandemic has posed significant social challenges, his residency program has been exemplary in guiding its trainees through this experience.



Michelle Itano, PhD, director of the UNC Neuroscience Microscopy Core Facility, works with Hernán Méndez, a UNC graduate research assistant.

Postdoctoral Scholars



With the aim of creating a safe, productive, and inclusive environment for postdocs, **Dr. Nisan Hubbard** shared that the Department of Cell Biology and Physiology has demonstrated leadership around DEI by launching several new initiatives. The department has created an advisory committee to

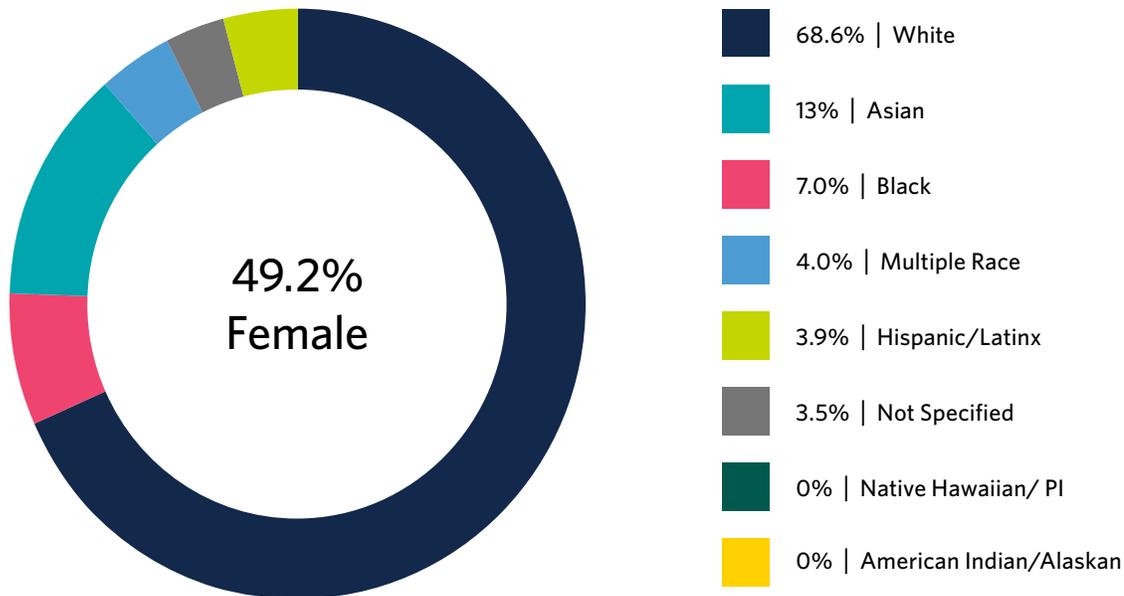
develop action plans that are specific to education, climate and culture, and postdoctoral/faculty recruitment and support. Led by committee chair Dr. Pat Brennwald, this initiative will influence and create a diverse and inclusive environment in a consistent and sustainable way. The committee began by developing an inclusion statement that reads, in part: "We recognize that an inclusive, diverse, and equitable environment for faculty, students, postdoctoral/clinical fellows, and staff enriches our university by building

creative teams that foster scientific discovery and enhance our teaching mission. As a department, we are passionate about creating and sustaining an inclusive and diverse environment for everyone." The [full statement](#) can be found on the DEI Resources section of the department's website.

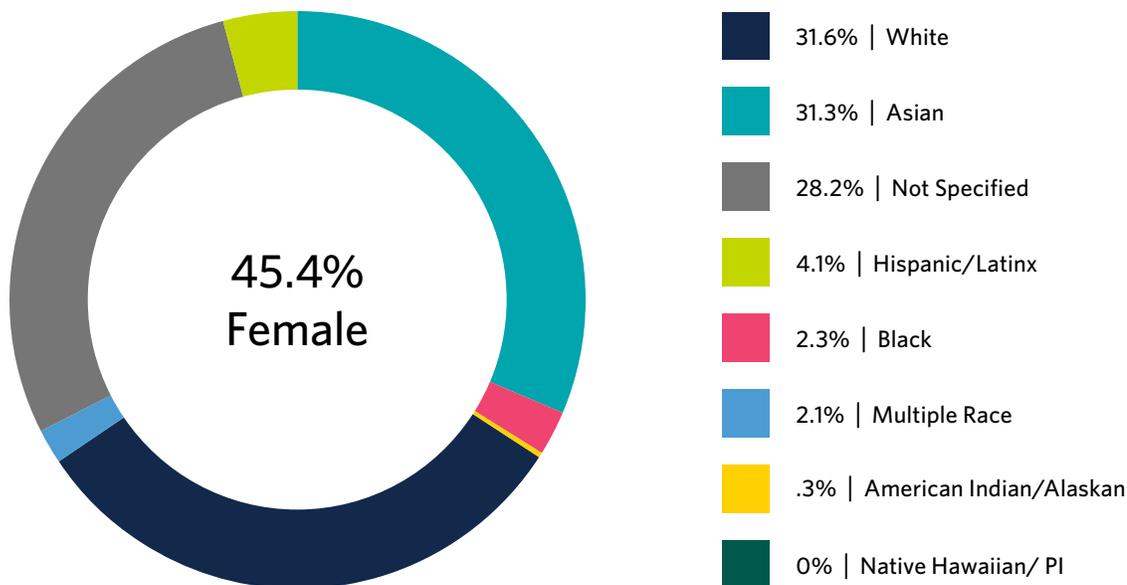
Additionally, new programming that spotlights current URM postdoctoral scholars allows them to highlight their research and accomplishments and also provides them with training in how to present themselves as highly qualified candidates for faculty positions in academia.

Programs and seminars centered around social justice, implicit bias, and diversity are being implemented as part of student, postdoc, and faculty development and training, with the goal of promoting diversity and inclusiveness in the STEM workforce. This programming is funded through the department and an HMMI Gilliam Fellowship awarded to Hernán Méndez and is spearheaded by department chair Dr. Kathleen Caron and the diversity committee.

2020 Race/Ethnicity and Female Gender Demographic Snapshot for SOM Residents (Total: 1103)



2020 Race/Ethnicity and Female Gender Demographic Snapshot for SOM Postdoctoral Scholars (Total: 383)



Students



Medical Education

Office of Scholastic Enrichment and Equity

The Office of Scholastic Enrichment and Equity (OSEE) plays a vital role in supporting medical students from underrepresented backgrounds. OSEE acts as a home for direct student support, pipeline programs, and professional development. Throughout the COVID-19 pandemic, OSEE has remained engaged with students and community partners through virtual and safely distanced in-person events.

As Black Lives Matter protests swept the nation during June 2020, the UNC chapter of the Student National Medical Association (SNMA) led an initiative to call attention to the link between racism and health disparities. The [Actions Speak Louder](#) campaign, which also included White Coats for Black Lives, has led to continued conversations between the student organizations and Deans Wesley Burks and Cristy Page about how the SOM can enhance its support of underrepresented students and build on previous work done to deconstruct institutional racism within the School.

OSEE also collaborated with various student organizations to aid many communities in navigating the struggles of the COVID-19 pandemic. SNMA sprang into action in the early months of the quarantine by creating over 150 care packages for the homeless community in Durham. Likewise, the Islamic Medical Association (IMA) took to the streets, delivering food baskets to local families as a part of the annual Ramadan Food Basket Project. With the help of OSEE, the IMA delivered more than 40 baskets filled with essentials such as halal chicken, rice, and olive oil to local refugee families. In addition to providing pandemic-related assistance, OSEE played a vital role in supporting storm relief efforts in August 2020 by donating care packages of essentials for families and first responders in Bertie County after a devastating hurricane hit the area.



The 2018 cohort of Kenan Scholars gathered to get to know each other and build community.

Office of Rural Initiatives

In the spring of 2020, the Office of Rural Initiatives (ORI) successfully launched its first “early recruitment” cycle for the Kenan Rural Scholars Program for medical students. Eight new scholars were selected, with an additional three scholars selected as part of the traditional cycle. All eleven scholars have committed to practicing rural primary care in North Carolina upon their graduation from medical school.

ORI also successfully launched a Kenan Urban Scholars cohort in partnership with WakeMed Raleigh. The students served the local community by volunteering at vaccination clinics in southeast Raleigh, an area that at one time had the highest number of COVID diagnoses in the state.

Two Kenan Primary Care Rural Scholars were awarded certificates of appreciation for their work in Chatham County by the county’s Council on Aging.

In addition to its work with current medical students, ORI supported pipeline programs in collaboration with OSEE and other campus and community partners. Highlights included coordination and support for a webinar series led by the Latino Medical Student Association (LMSA) for Latinx students from Chatham County. In addition, ORI and East Carolina University offered a pre-admissions workshop for students who identify as Native American/American Indian. Workshop collaborators included the American Association of Indigenous Physicians and the Rural Medicine Pathway Program, which is composed of Carolina Covenant Scholars.

These initiatives share the common goal of building a diverse primary care workforce to address issues of equity and access to health care in underserved communities.



The Initiative for Maximizing Student Development (IMSD) and Diversity Affairs team in the Office of Graduate Education (OGE) launched a Peer Mentoring program to support the mental wellness and social integration of biomedical students who started graduate school during the pandemic. Events included a socially distanced get-together at Maple View Farms in September.

Graduate Education

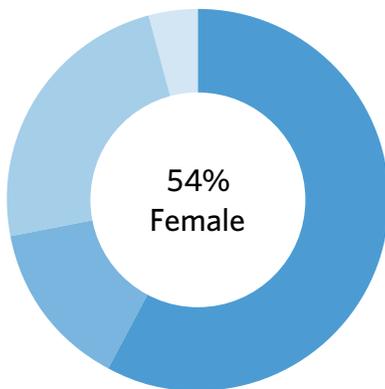
The Initiative for Maximizing Student Development (IMSD) and Diversity Affairs team in the Office of Graduate Education (OGE) launched a Peer Mentoring program in 2020 to support the mental wellness and social integration of biomedical students who entered graduate school during the pandemic. Senior students provided support in a group mentoring model that is managed by the student-led Peer Mentor Advisory Board. The success of the program and outstanding work of the students were highlighted in March during Peer Mentor Appreciation Week and recognized at the Peer Mentoring Awards Celebration in May. Additionally, virtual and in-person community-building events were offered to maintain community connections during the pandemic.

The Diversity Affairs team also developed and delivered new DEI-focused trainings for post-baccalaureate scholars and graduate students in the biomedical sciences. Identity, Intersectionality, and Implicit Bias (IIIB) explores how intersecting social identities influence bias and oppression to improve our interactions with others. The foundational Unconscious Bias workshop was developed for graduate students based on the Bias 101 curriculum. Recruitment events targeting underrepresented students continued as well, including participation in national student conferences and hosting the Virtual BBSP Preview Weekend, which welcomes recruits interested in biomedical doctoral programs at UNC.

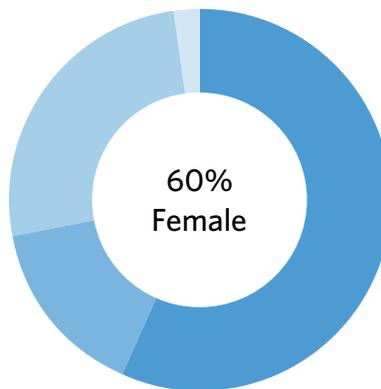
2020 Race/Ethnicity and Female Gender Demographic Snapshot for SOM Students

Underrepresented: American Indian, Black, Hispanic/Latinx, Native Hawaiian/PI, Two or More Races

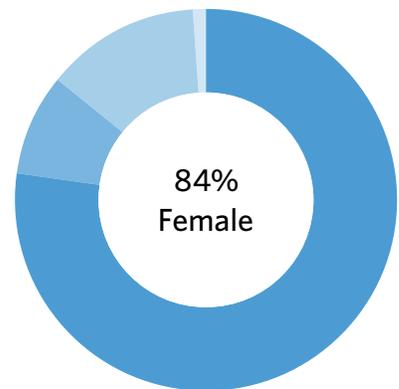
White Asian Underrepresented Not Reported



Medical Students
(Total: 860)



Graduate Students
(Total: 568)



Allied Health Students
(Total: 465)

Allied Health

The Department of Allied Health Sciences serves more than 450 students enrolled in seven disciplines: Clinical Laboratory Science, Radiologic Science, Clinical Rehabilitation and Mental Health Counseling, Occupational Science and Occupational Therapy, Physical Therapy, Speech and Hearing Sciences, and Physician Assistant Studies. The department has a vibrant student ambassador program with representatives from each discipline dedicated to DEI and social justice issues. The ambassador program holds monthly meetings to recruit prospective students and to plan and execute annual events such as “Difference Matters” and “Showcase for a Cause,” which highlight the department’s commitment to marginalized populations. Additionally, doctoral students in Speech Language Pathology secured a small grant to support an anti-racist research panel event titled “Understanding and Promoting Racial Equity in Allied Health Sciences.”



Allied Health Sciences Student Ambassadors



Staff



SOM staff members (left to right) Kelly Doss, Michael Curtis, Tiffani Cain, Jamie Smith, Crystal Walker, Kyra Eagan

“

Having staff representation on the SOM D&I Council and forming a staff subcommittee provides an incredible opportunity for the greater staff community across the School of Medicine.

”



Paul Marini
Business Manager

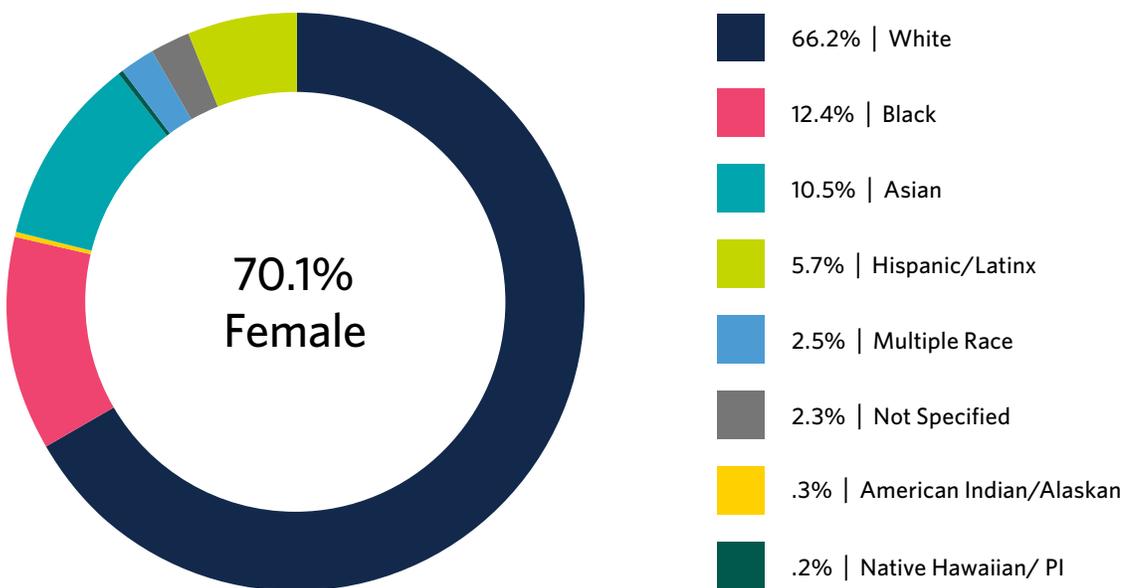


Expanding Council Representation

Starting in November 2020, the School of Medicine’s Diversity & Inclusion Council expanded its membership to include two staff members. The D&I Council appointed Victoria Samayoa (NC TraCS) and Paul Marini (Radiology) as the first staff representatives. Their initial charge was to develop a 16-member staff subcommittee. The diverse group represents the Clinical and Basic Science departments, Centers, and Medicine Administration and includes front-line staff, supervisors, and department leadership. In its initial phase, the staff subcommittee will connect with staff across the School of Medicine to listen and learn how the SOM can enhance its efforts to support a more diverse, equitable, and inclusive workplace.

“Having staff representation on the SOM D&I Council and forming a staff subcommittee provides an incredible opportunity for the greater staff community across the School of Medicine,” says Paul Marini. “This is a very intentional effort from the Dean’s Office and the Office of Diversity, Equity, and Inclusion to give staff a seat at the table and a voice that will be heard by leadership to enhance our culture and create a more diverse and inclusive place to work.”

2020 Race/Ethnicity and Female Gender Demographic Snapshot for SOM Staff (Total: 2248)



Diversity Liaisons



This year the SOM welcomed Dr. Kim Nichols as the new associate dean for DEI faculty access and success. In her role, Dr. Nichols will support faculty from groups that are underrepresented in medicine (URM) and/or historically marginalized; will lead efforts focused on URM faculty recruitment, hiring, advancement, and success; and will work closely with the vice dean for diversity, equity, and inclusion and the diversity liaisons to collaborate with the UNC Health Care System and other partner organizations. Below are highlights of the recent work of the SOM diversity liaisons.

Dr. Kimberley Nichols
Associate Dean for DEI Faculty
Access & Success

BASIC SCIENCE DEPARTMENTS

BIOCHEMISTRY AND BIOPHYSICS - DR. SILVIA RAMOS

The Department of Biochemistry and Biophysics (BCBP) made a concerted effort to address issues of diversity, equity, and inclusion in the midst of the COVID-19 pandemic and social violence. Following the murder of George Floyd, we issued a departmental statement condemning racism and his murder. We also recognize that other victims of violence, such as Nina Pop, Tony McDade, Ahmaud Arbery, and Breonna Taylor, should be recognized and honored as well. As scientists, we are deeply committed to a nurturing environment that welcomes all people, regardless of background. It is only through fulfilling this promise that we can fully achieve our mission. However, we have to acknowledge that even our own department is not impervious to racism and other discrimination. In collaboration with our students, we developed a Racial Equity Competence survey to identify specific issues and deficiencies in order to challenge ourselves to improve. We also created a BCBP Diversity Committee, which sponsored a town hall to openly discuss DEI issues that we can and should address. In collaboration with our communication staff, we developed a DEI webpage with useful links and resources.



Members of Dr. Jill Downen's Biochemistry and Biophysics lab safely gathered to celebrate Megan Justice successfully defending her PhD thesis. From left to right: Riya Gohil, Jill Downen, Nicole Arruda, Megan Justice, Zach Carico, Alex Stutzman, and Audra Bryan.

BIOMEDICAL ENGINEERING - DR. KENNITA JOHNSON

The UNC-NCSU Joint Department of Biomedical Engineering unified its diversity, equity, and inclusion efforts with the hiring of Dr. Kennita Johnson as a tenure-track assistant professor and the department's director of diversity and equity. We have established a diversity committee composed of 32 graduate students, faculty, and staff members working on three subcommittees: Pipeline, Departmental Policies, and Evaluation. Together, we are developing exciting programs to increase the diversity of the department, as well as internal initiatives to ensure equity and inclusivity.

GENETICS - DR. BEVERLY KOLLER

The Department of Genetics has made substantial progress on several diversity, equity, and inclusion initiatives over the past year. We are proud of the enthusiastic response of our faculty, staff, and trainees to these opportunities. Over fifty percent of our faculty and staff have participated in additional DEI training, including Racial Equity Institute Phase I training and unconscious bias training. The department has hosted invited seminars with three highly talented Black and Hispanic postdocs, with the ultimate goal of increasing the diversity of our faculty through recruitment. The Genetics website provides links to information and opportunities for staff and faculty to develop a comprehensive understanding of the importance of establishing an inclusive environment for the success of the department. It also provides a venue for celebrating the accomplishments of our students and faculty, especially individuals who are role models for students and trainees from marginalized populations. One such role model is Dr. Folami Ideraabdullah, who is the first Black female tenured faculty member in the Genetics Department.

MICROBIOLOGY AND IMMUNOLOGY - DR. NAT MOORMAN

In the past year, the Department of Microbiology and Immunology has made progress in enhancing its focus on diversity, equity, and inclusion as core values of our department. We established a DEI committee of diverse trainees, faculty, and staff, and we have hosted a series of department-wide town halls and focus groups to promote awareness of DEI issues and provide forums for discussion. Our department also publishes a monthly DEI newsletter to highlight new initiatives and opportunities, and has established a summer internship program for undergraduate students from diverse backgrounds. Together, these efforts help us identify growth areas and provide opportunities for department members to work collaboratively to develop additional ways to advance diversity, equity, and inclusivity.

PHARMACOLOGY - DR. MARIA ALEMAN

On April 6, 2021, the Pharmacology Department held its inaugural [Dr. Curtis Harper Distinguished Lecture Series](#) to celebrate the memory of our department's first tenured Black professor. During the virtual event, we shared three video vignettes featuring interviews with Dr. Harper's friends, family, and former colleagues that highlighted his contributions to UNC and our community through his faith and service. We also featured two seminar presentations by prominent scientists Dr. Manu Platt (Georgia Tech and Emory University) and Dr. Wayne Bowen (Brown University). Dr. Harper enriched the lives of those who knew him, and this annual seminar will allow new students to come to know and appreciate his legacy.

CELL BIOLOGY AND PHYSIOLOGY - DR. JAY BRENNAN

The Department of Cell Biology and Physiology announced that Hernán Méndez, a PhD student in the Cell Biology and Physiology Curriculum, received one of 45 national Howard Hughes Medical Institute Gilliam Fellowships. This award recognizes the commitment to diversity and inclusion by Mr. Méndez and his advisor, Dr. Kathleen Caron (Cell Biology and Physiology). These prestigious fellowships fund the work of promising scientists and serve to increase diversity among future academic leaders; part of the award will be used to launch a program to increase underrepresented postdoctoral applicants to biomedical science faculty positions.

SOCIAL MEDICINE - DR. KRISTA PERREIRA

In fall 2020, Social Medicine held a department-wide DEI strategic planning meeting with facilitation by Vice Dean Nate Thomas. The following spring, Social Medicine hosted a Bias 101 training for all faculty and staff. Similarly, during the same time period, Social Medicine also developed a [DEI values statement](#) to guide the department in its future efforts. Finally, the department continues to teach a three-semester course sequence on social and health systems that provides the opportunity for medical students to critically engage in reflection on issues related to social justice, health equity, and racism.

BASIC SCIENCE AND CLINICAL DEPARTMENT

PATHOLOGY AND LAB MEDICINE - DR. BERNARD E. WEISSMAN

The Department of Pathology and Laboratory Medicine, in conjunction with the Department of Microbiology and Immunology, arranged a virtual information session with 16 African Methodist Episcopal (AME) ministers to answer their questions about the COVID-19 pandemic, including vaccines and accessibility to vaccination. The discussion featured UNC experts who helped develop the vaccines and who treat patients with COVID-19 infections. The ministers represented churches across North Carolina and talked about many issues facing their congregations, including lack of access to the vaccines and the spread of misinformation about COVID-19. Due to the success of the initial meeting, ongoing monthly meetings with the AME ministers are being planned and will cover other topics of interest such as cancer, heart disease, and aging.

CLINICAL DEPARTMENTS

ALLIED HEALTH SCIENCES – DR. BRENDA MITCHELL

Under the leadership of Dr. Stephen Hooper, the Department of Allied Health Sciences has made significant strides in moving forward issues related to DEI. Last year Dr. Laurie Ray and Amy McLemore (DAHS, Physical Therapy) created the [Justice, Equity, Diversity and Inclusion \(JEDI\) Toolkit](#) as a publicly available repository of resources to support efforts to improve justice, equity, diversity, and inclusion. The JEDI toolkit averages more than 1,000 visits each month; the most popular topics are [Microaggressions](#) and [Implicit Bias](#). (See page 13 for more information about the JEDI Toolkit.)

The department's DEI team, better known as the JEDI Team, is composed of faculty, staff, and students focused on celebrating the accomplishments of faculty, staff, alumni, and students and addressing pertinent DEI issues. The JEDI Team initiated and led candid monthly Community Conversations on a range of topics such as Identity, Increasing Inclusion, Understanding Privilege, "I Can't Breathe," What Does Race Mean to You?, Resilience in Chaotic Times, and Post-election Reflection. The department is dedicated to increasing awareness, knowledge, and actions related to justice, equity, diversity, and inclusion.

ANESTHESIOLOGY – DR. KIMBERLEY NICHOLS

In May 2020, the Anesthesiology Diversity, Equity, and Inclusion (DEI) committee conducted a DEI climate survey. After a professional statistical analysis, the results were presented to departmental leadership, and this effort led to increased awareness of DEI issues, as well as an increase in equity with regards to filling leadership positions within the department. The department now publishes a monthly diversity newsletter, which outlines important cultural observances and DEI training opportunities. Additionally, our Anesthesiology Table Talk sessions have had consistent participation from members of the department and visitors from other departments. These sessions have led to open discussion among peers of uncomfortable subjects, such as racial discrimination and violence. In accordance with our vision for diversifying the department, we have increased DEI Committee representation on departmental selection committees, strongly encouraged team members on the Residency Recruitment Committee to attend full Implicit Bias training, provided information to recruitment leadership about holistic reviews, and instituted a holistic interview process for our residency recruitment.

DERMATOLOGY – DR. PRIYANKA VEDAK

The COVID-19 pandemic brought many changes to the ways in which we saw patients, operated our outpatient clinics, and educated our trainees. During this time of change and innovation, the Dermatology Department used its Inclusive Excellence Plan (IEP) as a guiding principle as we approached clinical operations, resident and medical student education, and patient care with a fresh perspective. In the area of education and faculty development, we created an image database of dermatologic diagnoses in a range of skin types for use in the first- and second-year medical student curriculum, met our goal of interviewing at least 25% qualified underrepresented minority candidates for our residency training program, and began incorporating diversity, equity, and inclusion objectives into faculty and staff evaluations. In the area of clinical operations and patient care, we began a student roomer project to hire high school and college students to help the department with greeting and rooming patients, providing a diverse group of individuals the opportunity to be exposed to a dermatology clinic and the medical field at an early age.

EMERGENCY MEDICINE – DR. TRACY DESELM

The Department of Emergency Medicine (EM), under the guidance of Chair Jane Brice and our Diversity, Equity, and Inclusion (DEI) Committee, is proud to share our achievements over the past year. We began with updating our [mission statement](#) to reference inclusivity and the diverse population that we serve. Our commitment to diversity includes our pipeline programs. Led by Julianna Cry, our pipeline programs include [ISHTaR](#), which provides clinical and research exposure to local underserved high school students, and [I STEM](#), which provides robust EM research opportunities for UNC medical students. In addition, we are developing an outreach program that will introduce emergency medicine and health care careers to local underserved middle school students.

Our commitment to DEI ideals led to a revamping of our residents' educational curriculum, led by chief resident Dr. Daniel Markwalter, so that at least 10% of lectures will be delivered by URM physicians and will include additional content addressing racial disparities in health care. A new course for our first-year medical students, "[EM: Diversity in Discipline, Professions, and Patient Population](#)," was developed by third-year student Ayesha Ibrahim and Dr. Maglin Halsey-Nichols. It includes a pipeline component, with the medical students teaching EM topics to underserved college and high school students.

We continue to work on recruitment of URM faculty and residents by reexamining and revamping processes, as well as developing literature-based best practices. The Department of Emergency

Medicine views racism as a public health emergency and, as such, will continue to serve our community in a just and equitable manner, while constantly striving to improve ourselves.

FAMILY MEDICINE - DR. ALEXA MIESES MALCHUK

The Department of Family Medicine launched the Health Equity Advisory Group (HEAG), a strategic planning body focused on diversity, equity, and inclusion (DEI) and composed of faculty, residents, and staff. The HEAG is responsible for the forthcoming DEI Strategic Plan and for creating two inaugural DEI positions: director of inclusive excellence for faculty and director of DEI education and community. Family Medicine also used donations to create the DEI Fund, which focuses on DEI efforts for the department.

MEDICINE - DR. KEISHA L. GIBSON

The Department of Medicine is focused on promoting recruitment of individuals who identify as Underrepresented in Medicine (URM). Traditionally, close to 10% of the US medical students who apply to our Internal Medicine residency program have been individuals who identify as URM. We usually interview around 400 applicants for our categorical positions (27) and another 100 for our preliminary year, for a total of 500 applicants interviewed. We typically interview approximately 80 URM applicants (16% of our total interviewees) each year. We matched a total of 39 Postgraduate Year 1 interns—27 categorical, 2 PSTP, 10 preliminary. Of those 39, 8 (20%) are URM. Four of 27 categorical Postgraduate Year 1 residents (15%) are URM. Last year, we ensured that 50% of our ranked to match applicants for both our categorical and preliminary lists (the top 27 for categorical and the top 10 for preliminary) were applicants considered to be URM. Similarly, we are pushing to increase diverse representation among our faculty and have recruited two new URM faculty in our department this year.

NEUROLOGY - DR. ANGELA WABULYA

In spring 2020, the Department of Neurology assembled a core committee of approximately 20 volunteers who helped to develop, champion, and implement new diversity, equity, and inclusion (DEI) initiatives. As a result of these efforts, over the past year we have enrolled more than 50 department members in bias training; held five DEI-dedicated grand rounds; launched a pilot study that examines disparities in neurologic care at our clinic; and incorporated DEI in the residency curriculum, including sessions to help process news events related to racial justice. We have also developed a [purpose statement](#) that describes our commitment to DEI issues and published it on the department website as well as in quarterly newsletters.

NEUROSURGERY - DR. DEANNA SASAKI-ADAMS

Last year the Department of Neurosurgery established a DEI committee composed of faculty, residents, and staff. The committee has brainstormed ways to raise awareness of DEI issues by sponsoring journal clubs or discussion circles. In December 2020, Vice Dean Nate Thomas presented at our departmental retreat to engage the group in a discussion of DEI issues. We also took part in the implicit bias training at our departmental grand rounds. The department is committed to incorporating DEI principles into the recruiting process for faculty and residents in the coming year.

OBSTETRICS AND GYNECOLOGY - DR. JESSICA MORSE

In a year full of public displays of hatred and violence, the Department of Obstetrics and Gynecology has worked hard to show our support to each other, our trainees, and our patients. Our amazing residents released a [powerful anti-racism pledge](#) after the George Floyd murder. Taking their lead, we worked collaboratively to develop a statement of support for our patients that will be adopted by multiple departments across the hospital and will be placed in clinic spaces so that it is visible to patients. Other members of our department expressed their concerns even more broadly, protesting racial injustice and [speaking on CNN](#) to discuss how racism impacts maternal mortality. We have also developed a departmental mission and vision statement that formally communicates our commitment to diversity, equity, and inclusion. These ideals are demonstrated by our active commitment to training a diverse group of residents and fellows who are reflective of the patients we serve, as well as implementing a DEI Grand Round speaker series and the [IDEALS Lecture Series](#) (Inclusion, Diversity, Equity, and Advocacy Lecture Series, a resident-initiated series designed to explore the historical and current causes of health inequities and injustice).



UNC Neurology residents participated in a Black Lives Matter march on campus last year.

OPHTHALMOLOGY - DR. O'RESE J. KNIGHT

The Department of Ophthalmology stands committed to recruiting and training a diverse group of culturally sensitive ophthalmologists to provide excellent and equitable care to all of our patients. In pursuit of that goal, the department completed an internal Diversity Engagement Survey, which allowed us to define specific diversity, equity, and inclusion (DEI) objectives. Our staff has organized a DEI subcommittee to facilitate department-specific training and safe spaces for candid conversations aimed at fostering a sense of belonging and commitment to the mission. We instituted DEI grand rounds that will be held annually. We have successfully expanded our efforts to recruit an increasingly diverse group of residents and fellows and created a new third-year medical student elective to increase exposure to ophthalmology as a career choice. We have worked tirelessly with the American Academy of Ophthalmology, Association of University Professors of Ophthalmology, American Glaucoma Society, and National Medical Association-Ophthalmology Section on emerging efforts to enhance resident education, increase the diversity of the ophthalmology workforce, and decrease disparities in eye care outcomes. In terms of delivering equitable patient care, we are increasing the presence of patient navigators within the clinic to ensure that all of our patients are receiving the intended care in a timely fashion.

ORTHOPAEDICS - DR. JENNIFER M. PATTERSON

The Department of Orthopaedics is proud of the efforts we have made to embrace a culture of diversity. We have established a strong team of faculty and trainees committed to promoting equality among our faculty, staff, and trainees so that we can better treat our diverse patient population. Nationwide, women represent only 6.5% of all orthopaedic surgeons, and people of color represent only 15%. To better support female staff, faculty, and trainees, our department has adopted a Lactation Policy. We continue to partner with local academic institutions as well as national organizations to better promote both racial and gender diversity in our workforce.

OTOLARYNGOLOGY/HEAD AND NECK SURGERY - DR. AMELIA F. DRAKE

The Department of Otolaryngology/Head and Neck Surgery has established an annual award to recognize a senior medical student who "exemplifies diversity in being, in action, and in thought." The award is intended to recognize a student who personifies this advice from Ralph Waldo Emerson: "Do not go where the path may lead, go instead where there is no path and leave a trail." The award honors individuals who leave a legacy that illustrates the value and richness

that diversity brings to our community. The first recipient, Christina Dorismond, earned a Master of Public Health degree prior to returning to UNC for medical school. As class co-president and student body co-president, Christina advocated for students and brought about positive change for her classmates.

This year the department hosted the following presentations: "Civil Rights in Healthcare" by Dr. Zainab Farzal; "Otolaryngology Diversity: The Urgency of Now" by Dr. David Brown, University of Michigan; and "Maintaining Your Health and Wellness as You Care for a Diverse Patient Population" by Dr. Duane Taylor.

PEDIATRICS - DR. STUART GOLD

The Department of Pediatrics is proud of its many ongoing DEI initiatives. Our department newsletter explores a new topic every month; in April, the focus was xenophobia, especially as it relates to our Asian colleagues and friends. In addition, the newsletter highlights cultural holidays for each month and events that are focused on DEI educational and advocacy efforts. The department has developed and distributed a pronoun card that fits behind badges for residents, faculty, and staff; this card is intended to help us provide a comfortable and welcoming environment for patients and families. Every other month the department hosts a town hall meeting, and a recent topic of discussion was handling microaggressions in a medical setting.

PHYSICAL MEDICINE AND REHABILITATION - DR. RAJ TELHAN

In a year of national turmoil and change, the Physical Medicine and Rehabilitation (PM&R) Department committed itself to building an environment in which all of its members can thrive. An important first step was creating the PM&R Diversity and Inclusion committee, which was established to improve understanding of our faculty and staff members' experiences related to diversity and equity and to implement policies aimed at making meaningful changes within our department. On the medical education front, we launched a lecture series on Structural Competency and Health Equity. These domains were subsequently formalized as part of our resident didactic curriculum, with each hour of lecture to our residents now including relevant discussion about the care of diverse populations as it relates to the topic at hand. We also developed a new lecture evaluation process that seeks to measure the effectiveness of the lecturer in addressing these issues. The Diversity and Inclusion Committee also hosted its first department-wide DEI Table Talk in January 2021. The purpose is to provide a monthly forum for faculty, staff, and therapy personnel to bring up questions, concerns, or ideas for discussion. These conversations have facilitated a more robust understanding of department members' priorities as well as provided a forum for collegial and productive dialogue.

PSYCHIATRY - DR. KIM BROWNLEY

This year the Department of Psychiatry launched a full-scale Diversity, Equity, and Inclusion (DEI) Program with a director, an advisory panel, and six DEI Working Groups (WGs) with more than 40 faculty, staff, administrator, and trainee volunteer members. The WGs focus on six core DEI areas: workforce and trainee recruitment, retention, and support; education and training; ethics and legislation; patient engagement and community outreach; metrics and evaluation; and social media and communication. The Social Media WG initiated a "Diversity through Lived Experiences" campaign designed to communicate the department's commitment to DEI through the diverse life stories of faculty, staff, and trainees; the Metrics and Evaluation WG has begun to identify and compile data sources to inform understanding of the department's current diversity landscape and to support its diversity growth initiatives. In addition, the inaugural DEI Ethics and Legislation Newsletter is forthcoming. Working with the SOM Office of Diversity, Equity, and Inclusion to offer curated interview days for candidates interested in DEI, we had a successful Psychiatry Resident Match Day that brought in an immensely talented and diverse group. We have also welcomed several new faculty members who will focus on the clinical and research needs of URM populations, and we have launched a Mental Health Equity Program. Department members benefited from numerous DEI-related trainings, grand rounds, and town halls, supplemented by small group discussions to foster deeper understanding and connection.

RADIATION ONCOLOGY - SARAH TATKO AND DR. ELAINE ZEMAN

The Department of Radiation Oncology formed its Diversity, Equity, and Inclusion (DEI) Advisory Board in August 2020. It began with five members and has grown to 15 representatives from all departmental units: faculty (physicians, mid-level providers, physicists, biologists); staff (administration, nursing, health care engineering, radiation therapy, clinical research); and learners (residents). As of April 2021, the accomplishments of the committee include the addition of DEI-related content to the chair's weekly e-newsletter; a DEI orientation session for all new employees effective July 1, 2021; a requirement for disclosure of DEI-related activities as part of annual faculty evaluations; an ongoing 10+ year review of diversity metrics for past interviewees for our radiation oncology residency program; and posting of solidarity statements around our clinic area, including information on the landing page of our department's website and on the web pages for each of our four education programs.

RADIOLOGY - DR. LYNN A. FORDHAM

The Department of Radiology, committed to inclusive excellence, advanced a DEI committee composed of faculty, residents, and staff; participated in mandatory department-wide Bias 101 training; initiated recurring DEI-centric Grand Rounds series and newsletter segments; and succeeded in implementing inclusive recruiting and hiring practices. We take special pride in the inaugural [Mauricio Castillo, MD Diversity and Inclusion Scholars Program](#), sponsoring diverse medical student multidisciplinary summer research and mentoring opportunities.

SURGERY - DR. LUIGI PASCARELLA

In 2020 the Department of Surgery developed several DEI opportunities for faculty development. On June 9, UNC Surgery faculty, fellows, residents, and staff knelt in silence for nine minutes in memory of George Floyd and to demonstrate unity in the fight against systemic racism. In July we deployed the Implicit Bias 101 virtual training to 130 faculty and residents. During the year, we had additional talks on implicit bias as it pertains to race and gender identity. In addition, we redesigned our website with DEI as one of the principal tabs on the landing page, and that section of the site now includes faculty data and demographics as well as a diversity calendar with facts related to each key date. Similarly, the website also includes the newly formed Surgery DEI Committee, whose function is to advise the department chair in six areas: faculty and residents' development on DEI Issues; DEI grand rounds lectures; DEI content for the website; DEI activities within the department; best practices for faculty recruitment; and best practices for recruitment of residents.

UROLOGY - DR. KRISTY BORAWSKI

Traditionally the field of urology has lacked diversity, with a very low percentage of individuals who are Underrepresented in Medicine (URM). To address this situation, the Department of Urology has turned its initial focus toward improving urology awareness among URM collegiate and medical students. To that end, our department was pleased to participate in the inaugural summer session of the Mauricio Castillo, MD Diversity and Inclusion Scholars Program, which provides educational, research, and mentorship opportunities for minority medical students considering careers in radiology, anesthesiology, urology, and vascular surgery. Five students were selected, and each was awarded a \$5,000 stipend for the eight-week summer experience.



On the Horizon...



The first EXCEL cohort (pictured above with program directors) was named this year and will enter the School of Medicine in the fall of 2022.

Carolina MED EXCEL

In 1969, the Student Health Action Coalition (SHAC) was founded at UNC as the first student-run free clinic in the country. In 1974, UNC launched the Medical Education Development (MED) program, designed to increase opportunities in the health care professions for individuals who demonstrate educational promise and commitment to a health care career but lack opportunities to reach their professional goals. Despite these efforts, significant disparities persist, highlighted clearly by the COVID-19 pandemic.

To address these disparities, the UNC School of Medicine is launching a transformative new program, Carolina MED EXCEL (Early eXperience in Clinical Education and Learning). Claudis Polk, director of the Office of Scholastic Enrichment and Equity, is providing oversight of the program. Dr. O'Rese Knight will serve as clinical director and Dr. Neva Howard is the program's curriculum director. Carolina MED EXCEL will provide an intensive one-year clinical, academic, and professional development curriculum, with conditional acceptance to UNC School of Medicine upon successful completion. Students are guaranteed a spot in the medical school in the next year if they fulfill clearly established milestones. Carolina MED EXCEL formally launched in May 2021, and students who complete the program will join the Class of 2026 in the fall of 2022.

Rising Star Program

In a joint effort between the Office of Research and ODEI, the SOM is preparing to launch its [Rising Star Program](#), which seeks to increase diversity among faculty members in the basic sciences, with a focus on postdoctoral fellows from historically underrepresented groups. Successful applicants will be invited to Chapel Hill for a two-day intensive campus visit that includes networking opportunities and a seminar series on faculty job interviews. Seminar topics will include “Preparing an Effective Job Talk,” “Managing the Faculty Environment,” and “Negotiating a Hiring Package.”

Under the leadership of Drs. Ashalla Freeman and Jose Rodríguez-Romaguera, each basic science department across the School of Medicine can bring in one awardee who will complete the full program. Basic science departments are encouraged to work together with centers to host awardees. UNC postdocs can apply for a pre-program opportunity, where they will participate in selected seminars and will be paired with a faculty mentor.

Welcome Dr. Audrea Caesar



The Office of Diversity, Equity, and Inclusion would like to join Dr. Wesley Burks and UNC Health in welcoming Dr. Audrea Caesar to the UNC Health team as the inaugural chief diversity, equity, and inclusion officer (CDEIO). In this role, Dr. Caesar will oversee the DEI and health equity efforts underway at UNC Health

and UNC School of Medicine. Dr. Caesar comes to UNC Health from the City of Raleigh, where she created and led the city’s Office of Equity and Inclusion. We are excited and look forward to her leadership.



Dr. Sibby Anderson-Thompkins
Former Interim Chief
Diversity Officer



In order to adequately address structural racism and discrimination and to strive for diversity, equity, and inclusion, we must effect change at all levels of our University. This year forced us to face some tough realities about diversity and inclusion. By bringing those truths to light, we’ve been able to tackle them head on in an effort to build and create a community where everyone feels a sense of belonging.



Who We Are



Each generation has a chance to create social change and make this world better for marginalized and oppressed groups. The DEI priorities expressed in Forward Together help move us closer to our goal of one day eliminating the oppression and marginalization of diverse people and groups in our state and society. To do so, would allow everyone to lead a healthy and high-quality life.

Dr. E. Nathan Thomas III
Vice Dean for DEI



Our Team

Dr. E. Nathan Thomas III

Vice Dean for DEI

Meredith Bazemore

Director, Office of Rural Initiatives

Darian Blakey

Program Coordinator

Dr. Stephanie Brown

Director of Strategic Initiatives

Dr. Stuart Gold

Chair, SOM Diversity Council

Dr. Ashalla Freeman

Director of Diversity Affairs and IMSD

Makayla King

Executive Assistant

Lisa Long

Associate Director, Office of Scholastic Enrichment and Equity

Dr. Kimberley Nichols

Associate Dean for DEI Faculty Access & Success

Dr. Donald Pathman

Special Data Assistant to the Vice Dean for DEI

Ricky Phillips

Communication and Technology Assistant

Claudis Polk

Director, Office of Scholastic Enrichment & Equity

Kimberly Richardson

Payment and Events Assistant

Dr. Caroline Roberts

Faculty Champion for the Office of Rural initiatives

Kewana Smith

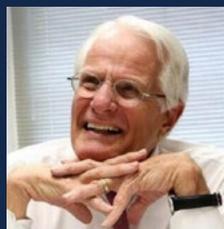
Program Manager, Office of Rural Initiatives

Our History

The Office of Diversity, Equity, and Inclusion was built on a foundation of greatness. In remembrance of the passion, commitment, and innovation of Mr. Larry D. Keith, Dr. Robert Bashford, and Dr. Paul A. Godley, we continue to drive the work of the offices that were established under their leadership.



Larry Keith
Assistant Dean for Admissions



Dr. Robert Bashford
Associate Dean for Rural Initiatives



Dr. Paul A. Godley
Vice Dean for Diversity and Inclusion