



EMORY  
UNIVERSITY  
SCHOOL OF  
MEDICINE

2022  
2023



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# FY23 END OF YEAR REPORT

OFFICE OF  
EQUITY AND  
INCLUSION

EMORY SCHOOL  
OF MEDICINE



**SHERYL HERON, MD, MPH**  
CHIEF DIVERSITY & INCLUSION OFFICER

Emory School of Medicine Office of Equity & Inclusion's (SOM OEI) mission and vision is dedicated to fostering an inclusive culture and climate in which all can thrive and achieve their full potential, and in doing so, enrich the health and well-being of our local, national, and global community. Our office drives progress toward strategic priorities including awareness, learning, and growing; inclusive culture and climate; community engagement; and research and innovation. This is grounded and in alignment with the expectations of One Emory. The Pillars identified in our **Strategic Plan** are guided by this work.

In 2023, I served as the AAMC GDI Southern Regional Chair and in that role, served as co-chair of the AAMC GDI/GFA annual conference. Emory had the largest number of participants in the SE with 7 presentations inclusive of Posters Didactics. Discovery and Innovation, one of our areas of foci is outwardly visible on our website.

Scholarship and publications are visible and demonstrative of the work our SOM members are doing in DEI and anti-racism. The attention to this is highlighted during Health Equity Day during the SOM diversity and Inclusion week. This week pulls together faculty, learners, post-docs and staff to engage in health equity work. Led by the Department of Medicine's Diversity Committee, known as RySE, this signature event is well attended and speaks to the work being done at the SOM. Emory SOM OEI is committed to engaging our community through multisource communication that showcases or work.

In partnership with the SOM Office of Communication, we are privileged to have someone focused on our DEI efforts. For example, we have webpage guidelines to assist SOM departments in creating their specific website related to DEI, which are then linked back to our OEI website.

In addition, our 2nd annual Diversity and Inclusion week emphasized our commitment to vendor diversity where 65% of vendors identified from diverse backgrounds. Attention to vendor diversity will continue to be a part of our guiding principles in alignment with Emory University's Office of Diversity, Equity and Inclusion.



## FROM THE OFFICE OF MULTICULTURAL AFFAIRS

There are many highlights from the 2023 fiscal year that our office is proud of. We have developed a presentation entitled, “One Emory and One Atlanta”, and partnered with OEI and the DEIRA thread to include an in-depth conversation on our common values during the orientations for all SOM programs (HP and MD). The Office of Multicultural Affairs (OMA) co-sponsored opportunities for learners across the SOM through programs including:

- GME Open House focused on DEI
- Black History Month Soiree
- 19th Annual Hamilton E. Holmes Lecture
- Rosca de Reyes Celebration
- Latino Heritage Salsa Event
- Taste of GME

All three OMA Pipeline programs (Summer Science Academy, HealthPREP and EPiC) were back in person for the first time since the pandemic. Approximately 50 URiM learners directly participated in these activities with over 120 pipeline program participants.

## FROM THE WINSHIP OFFICE OF DIVERSITY

The Winship Office of Diversity, Equity, and Inclusion accomplished many things in FY 23 and was proud to partner with OEI in many efforts.

The NCI Cancer Center Support Grant (CCSG) Plan to Enhance Diversity (PED) was accepted and renewed as a part of the CCSG grant. Additionally, the PED scored excellent to very good and was presented to the External Advisory Board in August 2023 for feedback. The Winship DEI Steering Committee and DEI Leaders Network with DEI leaders from the SOM, SON, RSPH, and Emory University and across Winship was operationalized.

Additionally, we partnered with OEI to align efforts in developing inclusive hiring guidelines for leadership positions at Winship. In a similar regard, listening sessions were launched to understand drivers of engagement and barriers of retention for Winship staff and members. Women of Winship was relaunched to address gender disparities that exist in the academic environment by promoting career development for women at the Winship Cancer Institute. We were very proud to develop a DEI Dashboard to monitor and assess institutional DEI progress. Finally we strengthened our DEI structure with the addition of an Associate Director of Programs.

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# FY23 OEI HIGHLIGHTS

OCT 2022 Atlanta PRIDE



MAR 2023 OEI Celebrates One Year

MAR 2023 Racism: Public Health Crisis with Dr. Jonathan Metzl

APR 2023 Autism Awareness Month

JUN 2023 4th Annual Juneteenth Celebration



AUG 2023 National Medical Association Conference

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SEP 2022 Latina/o/x Faculty Affinity Group Launch

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JAN 2023 MLK JR. Community Service Awards

4

FEB 2023 Hamilton Holmes Lecture

6

MAR 2023 Remembrance & Resilience with Deepa Iyer

8

APR 2023 Diversity Engagement Survey

10

MAY 2023 Diversity & Inclusion Week



12

MAY 2023 AAMC GDI/GFA Professional Development Conference

13

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# Diversity, Equity & Inclusion



## WEBSITE REVAMP

To further the School of Medicine's mission to build a culture that recognizes and celebrates diversity and inclusivity in action, our website was revamped to provide an in-depth look at what diversity, equity, and inclusion resources and programs the School has to offer our prospective and current community of faculty, staff, and learners.

“

Establishing our brand as an institution dedicated to DEI continues to be an area of focus for the School of Medicine. The new website communicates openly and transparently about our ongoing efforts, including the Actionable Education Initiative (AEI) - a portfolio of DEI educational resources to advance awareness, learning and growing within our community.

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~ Director, Office of Equity and Inclusion

### AEI RESOURCES

- Anti-Racism
- Bystander/Upstander
- Implicit Bias Education
- History

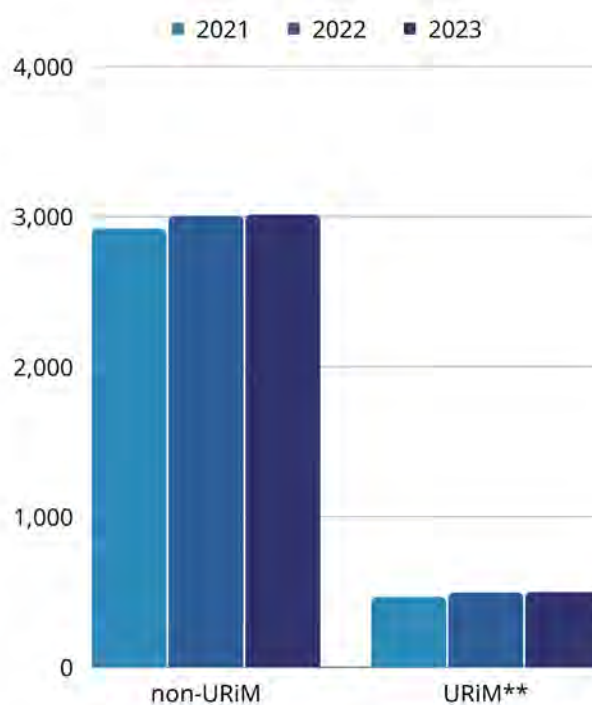


# EMPHASIZING BELONGING

## Fostering Faculty Growth

The SOM has been intentional in its support and provision of services for our faculty. There are 5 faculty affinity groups available to help foster belonging. In addition, DEI has been incorporated as a section in the CV for faculty members to showcase their efforts in DEI-related work. Promotion support workshops on the CV, teaching portfolio and service portfolio are offered to improve faculty understanding of how DEI work (e.g., committee service, DEI leadership and training, mentoring, research on health disparities) contributes to a successful promotion. These activities are built into our promotion guidelines and have supported nearly 850 faculty promotions since the guidelines were introduced in 2017. As of last year, the success rate for URiM faculty was 100% and women represent half of the promotions in the School of Medicine.

The inaugural Emory at Grady Health Equity Advocacy Course provides training to participants in advocacy skills around issues related to vulnerable populations and supports connections with community partners. Additionally, the Women's Leadership Development Program and URiM Faculty Development Program support the specific needs and interests of the diverse faculty in the SOM. The SOM has continued its annual commitment to sponsor 1-2 woman for the esteemed ELAM leadership program.



## Faculty Demographic Trends

\*\*Underrepresented in Medicine (URiM) defined by AAMC as ethnic groups including Black/African American, Latino/Hispanic and Native American



# EMPHASIZING BELONGING

## Supporting Staff

We fundamentally believe, in the School of Medicine, that career development and employee retention begin with one’s sense of belonging and attachment to the tripartite mission we serve.

To that end, throughout FY23, SOM leadership has invested time, energy and resources to advance a culture of belonging within our environment.

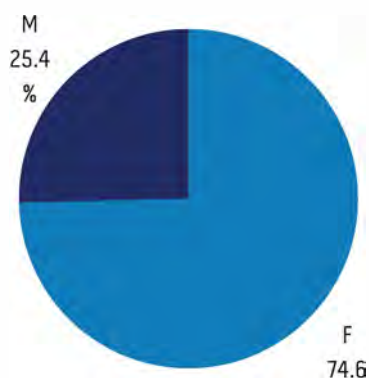
That effort has resulted in an overall increase on our belonging score via the annual Press Ganey engagement survey (from 73% Agree/Strongly Agree in 2022 to 79% Agree/Strongly Agree in 2023).

*Key examples from our ongoing belonging campaign.*

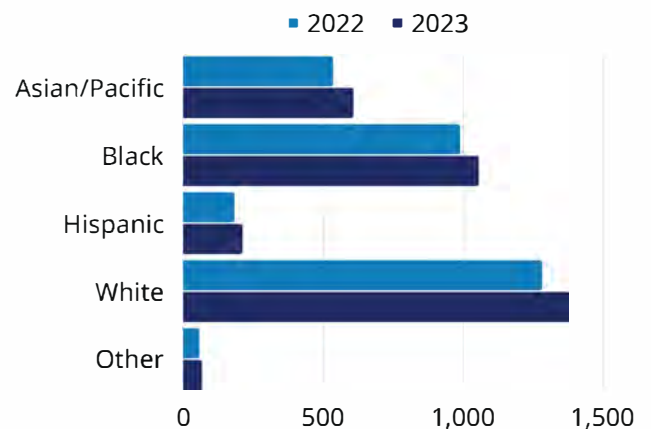
Spanning FY23-24, SOM has also embarked on a joint initiative with Central HR - L&OD to pilot Talent Planning and 9-box resources in select departments (Ophthalmology, Surgical Services, Medicine, Pediatrics).



The implementation of this initiative will help local HR and administrative leaders learn how to leverage new Emory resources to identify high potential staff, ensuring a higher level of intentionality around the identification of developmental opportunities, career pathways and succession planning for all members of our community. The learning generated from these pilot initiatives will inform a more broad-based implementation of Talent Planning resources across the SOM as a whole in FY24-25.



FY23 Staff Demographics by Gender



Staff Demographics by Ethnic Group

# DIVERSITY ENGAGEMENT SURVEY RESULTS



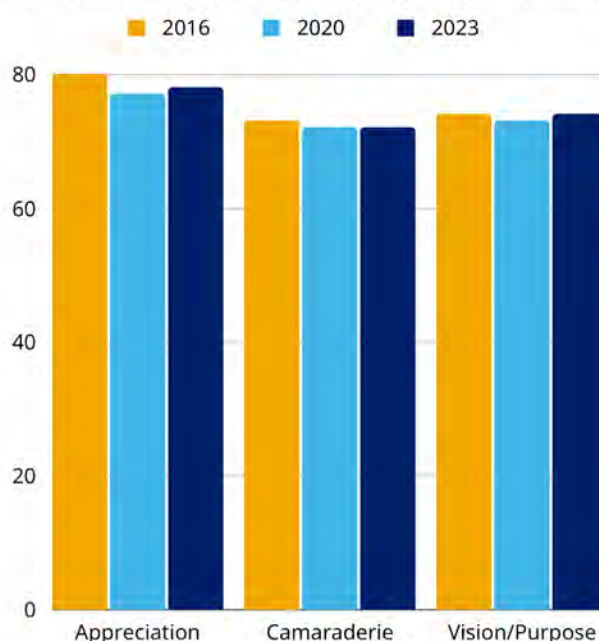
## Key Insights

Overall the SOM improved in favorability across Engagement Clusters which include - Appreciation, Camaraderie and Vision/Purpose - when comparing the 2023 results against the results from the 2020 Diversity Engagement Survey. However, each cluster remained lower when compared to the 2016 results. The DES was comprised of 22 questions, categorized by the three Engagement Clusters above and further classified by eight Inclusion Factors:

- Appreciation of Individual Attributes
- Respect
- Sense of Belonging
- Trust
- Access to Opportunity
- Common Purpose
- Cultural Competence
- Equitable Reward & Recognition.

Of note, ratings across all Engagement Clusters from participants identifying as Black/African American, Multi Ethnic and Other, remained unfavorable despite slight improvements in score. Notably, participants identifying as LGBTQ rated survey items unfavorable across all Engagement Clusters as well.

## DES Summary Across Engagement Clusters



### Areas of Strength

- Respect
- Common Purpose
- Access to Opportunity

### Areas For Growth

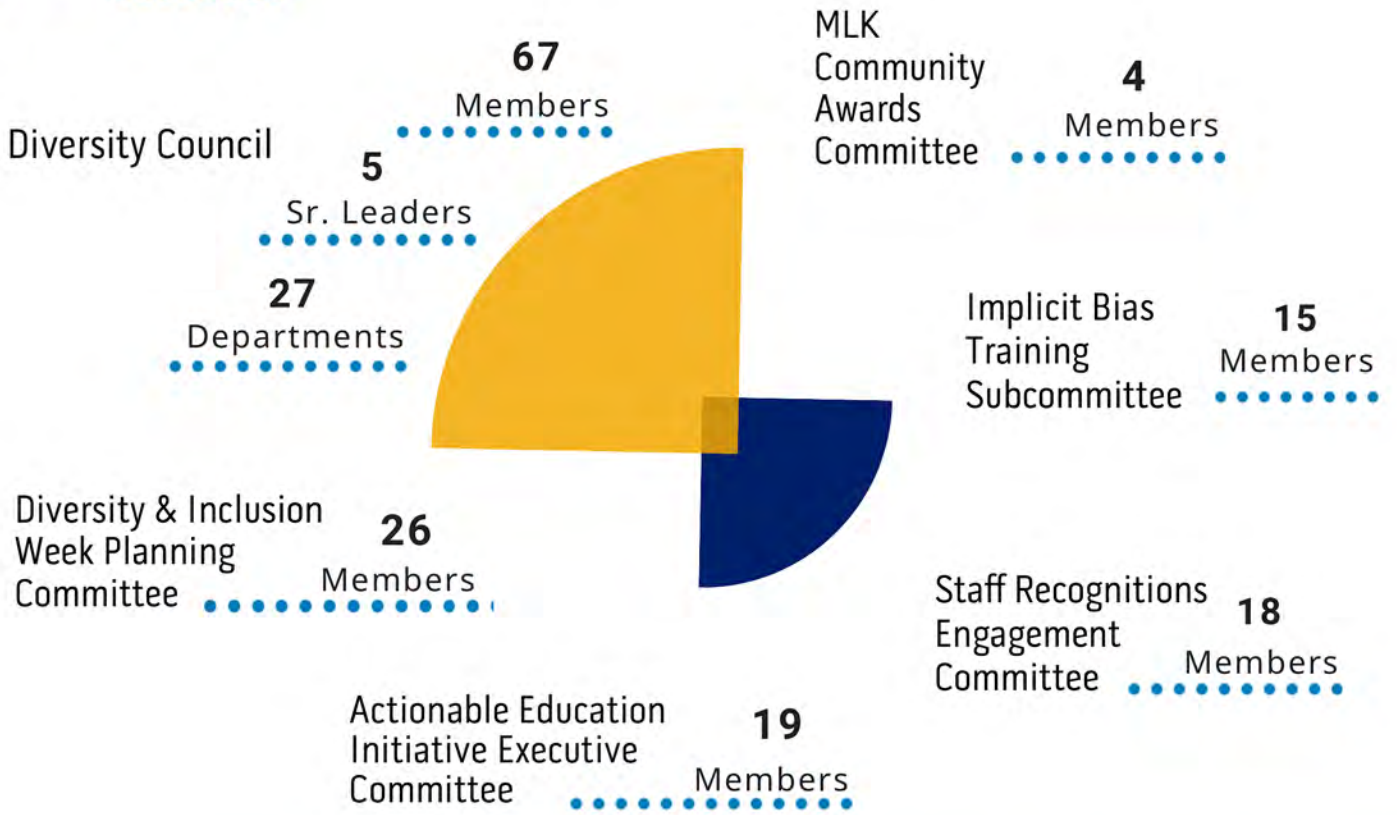
- Trust
- Sense of Belonging
- Equitable Reward & Recognition



# DEI COMMITTEES

We don't do this work alone. It requires the collective efforts of our community and their dedication to serving our purpose in creating a more equitable and inclusive environment. We want to thank those colleagues, partners and supporters who serve on our various DEI Committees.

## DEI Committees by the Numbers



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