



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of Equity
and Inclusion



FY22

Year-End Report

Diversity, Equity, and Inclusion

New Office, New Name

A Journey Towards Eminence

In March 2022, **Dr. Sheryl Heron** was appointed as Chief Diversity and Inclusion Officer, establishing the new Office of Equity and Inclusion (OEI).



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

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

These aims are harmonious with three larger efforts that guide both the University and SOM:

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

2021-2022

The Team



Natalie Fields, MPH
Director



Dr. Sheryl Heron, MD, MPH
Chief Diversity and Inclusion Officer
Associate Dean - Community
Engagement, Equity & Inclusion



K'Erika Green, MPH
Program Coordinator



Cassandra Evans, MBA
Administrative Assistant



Kiara Jackson
Program Coordinator

Inaugural School of Medicine Diversity Week



Diversity Week was a school-wide celebration of the broad range of identities and experiences that make up our diverse community. Programming included lectures, breakout sessions, poster presentations, and social activities, including a SOM Block Party. Additionally, the week was an opportunity to showcase the incredible work being done on topics of diversity, equity, and inclusion (DEI) as well as display of artwork in the SOM lobby by our remarkable students, trainees, faculty, and staff.

MAY 16-20, 2022

650
ATTENDEES

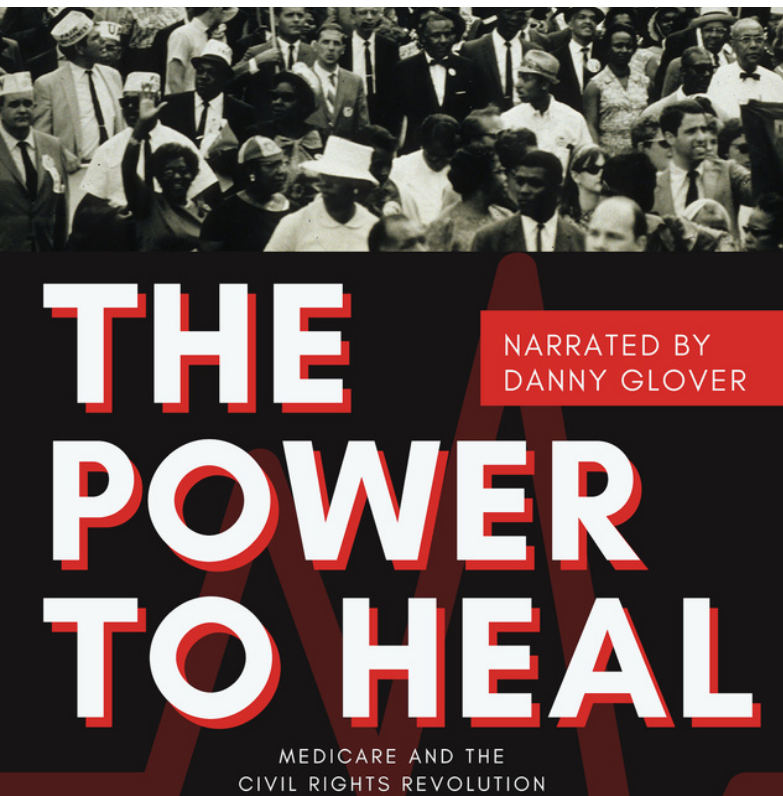
17 Events
over the course
of the week



Thank you for having Diversity Week! It is very much needed, especially in today's times, for people to understand the importance of diversity and to celebrate one another's culture.



DIVERSITY WEEK GUEST



Juneteenth: Power to Heal

As part of the School of Medicine’s third annual Juneteenth celebration, OEI hosted a film screening and discussion of *The Power to Heal*, a documentary detailing the civil rights activism that led to Medicare. Juneteenth (short for June Nineteenth) honors the end of slavery in the United States and is considered the longest-running African American holiday.

[Watch the virtual discussion](#)

Celebrating Our Staff

In partnership with the Staff Recognitions and Engagement Committee and Human Resources, the OEI aims to foster a sense of belonging for all employees, particularly celebrating staff value and contributions to our mission.

NEARLY
500

STAFF MEMBERS ATTENDED

Keynote Speaker William O'Neal,
"Five Essentials for Developing
the Greatness Within You"



Partnerships & Alignment

We're in this together

The Office of Equity and Inclusion thrives from partnerships within the SOM and across the Emory community. Collaborating closely with Dr. Carol Henderson, Emory University Vice Provost/ Chief Diversity Officer, and Ildemaro Gonzalez, Chief Diversity, Equity, and Inclusion Officer for Emory Healthcare, our office is aligned with our faculty, staff, and learners who work within our University and healthcare communities.



EMORY
HEALTHCARE



EMORY

WOODRUFF
HEALTH
SCIENCES
CENTER



EMORY
UNIVERSITY

Equity and Inclusion
Office of Diversity, Equity,
and Inclusion

 **Grady**



EMORY
UNIVERSITY
SCHOOL OF
MEDICINE

Office of
Multicultural Affairs



Children's
Healthcare of Atlanta



EMORY
ALUMNI
ASSOCIATION

VA



U.S. Department of Veterans Affairs
Atlanta VA Health Care System



Partnerships & Alignment

SOM departments have continued to engage in our mission to improve climate and culture. To date, 100% of clinical and basic science departments have appointed a diversity liaison and/or a vice chair of diversity and inclusion to facilitate and oversee departmental diversity and inclusion efforts.

These representatives that include faculty, staff and engagement with learners make up the SOM Diversity Council, meet monthly to exchange best practices, partner on OEI strategic goals, and identify opportunities for increased alignment.

Diversity Council Members:



Sheryl Heron, Chair
Natalie Fields, Co-Chair
Telsie Davis
Lucas McKay
Dorothy Lerit
Loren Krueger
Michelle Lall
Antonio Graham
Kimberly Curseen
Taniqua Miller
Abeer N Abouyabis
Keerthi Gogineni
Cybil Johnson
Jada Bussey-Jones
Kimberly Manning
Aaron Anderson
Valerie Biousse
Edward Jackson II
Amy Chen
Deniz Peker
Michelle Wallace
Eddie Morgan
Nadine Kaslow
Erica Lee
Michele Sumler

Nate Spell
Kathy Griendling
Tracey Henry
Ildemaro Gonzalez
Matt Kroll
Karmella A. Haynes
Jolinta Lin
Jamlik-Omari Johnson
Doris Armour
Randi Smith
Itunu Arojo
Cecelia Bellcross
Kate McCann
Alexander Kendall
Katie Monroe
Sarah Caston
Ajeenah Bullock
Wendy Greene
Jason Schneider
Michael Chung
Martha Ward
Allen Lee
Nancy DeSousa
Vanessa Fleites



Dr. Marshalyn Yeargrin-Allsopp with incoming medical students

Representation Matters

32% of M1 students self identify as URiM

Keeping in alignment with our strategic goal of implementing equitable and inclusionary policies and practices in our recruitment lifecycle, we recognize the importance of statistical evidence to back our progress.

FY22 saw the largest percentage of Underrepresented in Medicine (URiM) students across all degree programs in SOM history.

*Stats are pulled from the EU Office of Institutional Research
^ J. Natl Med Assoc., Jun 2020

Faculty & Staff

It is important to have a healthcare workforce which represents the tapestry of our communities as it relates to race/ethnicity, gender, sexual orientation, immigration status, physical disability status, and socioeconomic level to render the best possible care to our diverse patient populations[^]. While Emory's URiM representation is above the AAMC national average, we have room to grow so that our workforce represents the metro Atlanta community that we serve.

38%
of SOM staff are URiM*

14%
of SOM faculty are URiM*

AAMC GDI

The Group on Diversity and Inclusion (GDI) supports the efforts of AAMC-member institutions and academic medicine to realize the benefits of diversity and inclusion in medicine and biomedical sciences.

Highlights

Sheryl Heron elected as the AAMC GDI Southeastern Region Representative



SOM Represents at the 2022 GDI Professional Development Conference

We remain engaged as a national leader in DEI with the second-largest group of participants to attend the 2022 conference for the Association of American Medical Colleges (AAMC) Group on Diversity and Inclusion. Our Chief Diversity and Inclusion Officer, who is the group's Southern region representative and serves on the executive committee, presented at this influential meeting, along with our director and 11 other leaders from Emory School of Medicine.



Affinity Groups & ERGs

Enhancing the SOM Experience

As an academic and healthcare community, we greatly value the affinity groups that engage through networking, professional development and service. This year, we welcomed two new groups - the Asian American and Pacific Islander Medical Faculty Affinity Group and LGBTQ+ Faculty Affinity Group. Visit each group's page to learn more.



Faculty Affinity Groups

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

Student Affinity Groups

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



Employee Resource Groups (ERGs)

- [Emory Black Employee Network](#)
- [Emory Pride Employee Network](#)

AEI Highlights



Actionable

Education

Initiative

History

This year, we developed a slide deck presentation encompassing all of the diversity research of the History subcommittee established in FY21. As part of their welcome and orientation, all learners in the incoming School of Medicine class of 2026 received a presentation of the slide deck and Implicit Bias Training. This is the first time learners have received this type of education upon entry to the medical program.

Implicit Bias Training (IBT)

The School of Medicine has over 30 certified Implicit Bias facilitators who engage with session participants to explain the impact implicit bias has on workplace decision-making, the concept of microaggressions, and how to mitigate bias in research, education, and practice.

{ **OVER**
700 faculty, staff and
learners engaged }

In FY22, we established a team of IBT facilitators for search committees at senior level leadership positions:

- Jada Bussey-Jones
- Nate Spell
- Nadine Kaslow
- Jenny Han
- Jamlik-Omari Johnson
- Sheryl Heron

NMA

National Medical Association Convention & Assembly

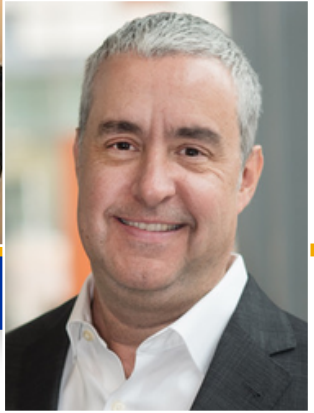
July 30–August 3, 2022

Emory University School of Medicine and Emory Healthcare proudly partnered to participate in the 2022 National Medical Association Scientific Convention & Assembly. Hosting both an exhibit booth, consisting of 29 presentations from residents, fellows and students and a reception that brought together faculty, students, residents, alumni, and senior leadership from Emory University.



OVER **300**
visitors engaged
at exhibit space





External Advisory Council

Purpose of Council

The External Advisory Council (EAC) for the Emory School of Medicine was established to provide feedback to the School's Dean and work collaboratively with the Chief Diversity and Inclusion Officer and other key leaders. The council provides advice, counsel, thought leadership, and feedback regarding actions, initiatives and strategies to optimize the success of the SOM in achieving:

- Cultivating an inclusive climate and culture in which learners, faculty, and staff may thrive
- Leveraging the positive impact of a diverse talent workforce to foster eminence across the clinical, research, and educational missions needed to address future health care challenges
- Intentionally fostering cultural humility and awareness of the value of diverse and inclusive teams at all levels of the school
- Partnering across the institution and with the Atlanta community to support activities that recognize and celebrate efforts to promote equity and eliminate discriminatory barriers to achieving full human potential

Council Members

Chair, David J. Brown -
Associate VP and Associate Dean for Healthy Equity and Inclusion, Associate Professor of Otolaryngology-Head and Neck Surgery
[University of Michigan School of Medicine](#)

Chiquita Collins, PhD, MA -
Vice President for Diversity, Equity and Inclusion, Chief Diversity Officer, Associate Professor of Population Health Sciences
[UT Health San Antonio, Long School of Medicine](#)

Eve Higginbotham, SM, MD -
Vice Dean of Inclusion, Diversity and Equity, Senior Fellow at Leonard Davis Institute, Professor of Ophthalmology
[Perelman School of Medicine, University of Pennsylvania](#)

Ana Núñez, MD -
Vice Dean for Diversity, Equity and Inclusion, Professor of Medicine
[University of Minnesota Medical School](#)

Rene Salazar, MD* -
Chief Equity Officer
[Broad Institute of MIT and Harvard](#)
Professor of Medicine
[Dell Medical School, UT Austin](#)

*deceased

D.I.C.E.

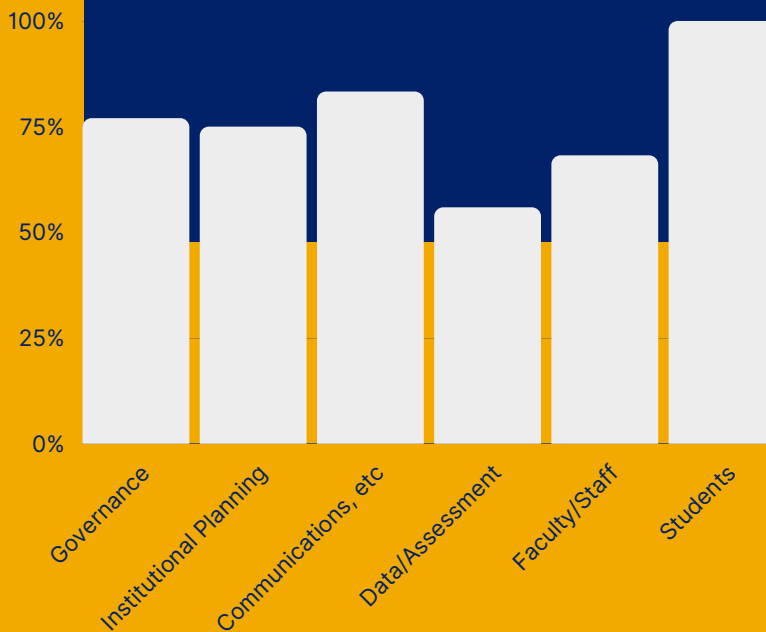
Diversity, Inclusion, Culture, and Equity Inventory

As part of the Association of American Medical Colleges (AAMC) Council of Deans Collective Action Initiative on Advancing Diversity Equity and Inclusion (DEI), the School of Medicine joins over one hundred medical schools to participate in the collective administration of the Diversity, Inclusion, Culture, and Equity (DICE) Inventory. The DICE Inventory is a tool to help institutions conduct a comprehensive review of institutional policies, practices and programs that impact the climate and culture and identify strengths and areas for improvement related to DEI. As the school moves into the implementation phase of our DEI strategic plan, the DICE is an excellent tool to help us measure our progress.

Inventory Content Areas

- Governance, Leadership & Mission
- Institutional Planning & Policies
- Communication & Engagement
- Data & Assessment
- Faculty & Staff
- Students

Leaders: Vikas Sukhatme, MD, ScD
Sheryl Heron, MD, MPH
Natalie Fields, MPH



Overall DICE Result

78%

Indicates moderate DEI efforts

Philanthropy

Moving the Needle Through Philanthropy

Launched in August 2022, our new philanthropic efforts help ensure that historically underrepresented groups have equal access to educational programs and professional development, closing gaps in success.

Support enables active, intentional, ongoing DEI engagement through faculty and staff growth, curriculum, research, scholarship, and connection with communities beyond our campus.



Thank You

Special thanks to our DEI practitioners, partners, and allies.

We're in this together



Explore

Visit Our Website

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Engage

View Upcoming Events



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