

ED Diversity and Inclusion Committee 2018 year in review

Here is to another wonderful year within the Emory Department of Emergency Medicine. We are doing big things with wonderful people!



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MEDICINE

Community Service

June (SGHRP) South Georgia Farmworker project: Saw attendance by Drs. Backster, Morgan, Disla, and Medoff. Sadly, the Oct 2018 session was canceled due to the effects and devastation of the Hurricane on South Georgia.



Dr. Melamed organized and hosted a fundraiser for United Hatzalah of Israel. She was able to raise over \$80,000 which went towards defibrillators and Ambucycles!



United Hatzalah of Israel is the largest independent, non-profit, fully volunteer Emergency Medical Service organization that provides the fastest and free emergency medical first response throughout Israel. United Hatzalah's service is available to all people regardless of race, religion, or national origin. Their mission is to arrive at the scene of medical emergencies as soon as possible and provide the patient with professional and appropriate medical aid until an ambulance arrives, resulting in many more lives saved.

Dr. Watts is one of our PGY-2 residents and lead a project where donations of toiletries and Marta cards were collected and distributed in bags to persons with unstable housing around the downtown Atlanta area.

NP Cindy Hern is the president of the International Parent Teacher Staff Organization (basically the PTA) at the International Community School in Decatur. ICS is a local DeKalb County public charter school, intentionally 50% refugee/international students from within the local community. icsgeorgia.org

Mentorship

Dr. Iledare continues to lead the Morehouse EM interest group.

Dr. Heron again hosted the Emory Revisited Dinner. This is an annual dinner that aims to encourage already accepted underrepresented minority students to matriculate to the Emory SOM. 39 students attended. March.

32 African American and 7 LatinX students were accepted to Emory's School of Medicine Class of 2022

Dr. Backster volunteered at the AAEM (American Academy of Emergency Medicine) booth for SNMA's national conference in San Francisco, April..

Drs Osborne and Backster organized a gathering for all underrepresented minority EM residents and faculty to kick off the residency year, Sept.

Emergency Medicine SNMA dinner (photo below): We welcomed the next generation of MDs with the Annual SNMA Emergency Medicine Dinner for students, Nov. About 12 students participated along with Drs Backster, Ford, T.Smith, Gipson, Terry, Cousins, Disbrow, Gari, Beecher, and Kaltiso,

The Student National Medical Association, is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians.



Drs. Ford and Osborne organized 3-4 Brotherhood of Emergency Medicine socials for URiM men. These events included some of our alumni (such as Stan C, Juron, and Alex Moore).

Accolades

Current Chief residents: Isabel Malone, Vanessa Cousins, Jimmy Wong, Brandon Giberson

Now Past Chief resident, Dr. Will Malcom picked up a number of awards at graduation: Highest Overall in-service score, Emory Excellence (Outstanding PGY3 Resident selected by Emory Faculty), Overall PGY3 Academic Achievement from all sites combined, Overall PGY3 Clinical Achievement from all sites combined,

Other awards given at our Residents graduation: Grady Mindset (Outstanding PGY3 Resident selected by Grady Faculty): Kristy Whyte, Department of Pediatrics-Resident of the year: Kristy Whyte, Faculty teacher of the year (EUM): John Lewis.

Drs. Tricia Smith, John Lewis, Katrine Gipson, Alaina Steck and Steve Carroll are 2018-19 Emory ED **IDEAS scholars**.

Dr. Backster became one of the **founding members of the ADIEM Accommodations** sub-committee, this sub-committee focuses on Disabilities, accommodating them, and how we interact with our patients and each other.

Dr. Heron became one of the **founding members** of the American College of Emergency Physicians (ACEP) – **Diversity Inclusion and Health Equity (DIHE)**.

Dr. Heron received a full **scholarship** from ADIEM to attend the **AACEM Chairs Development Program (CDP)**.

The CDP is a leadership training initiative, now in its sixth year, designed to enhance the capabilities and effectiveness of new and aspiring academic emergency medicine department chairs through skill development, advising, and mentorship.

Drs. Chowa and Backster were elected as **at large Executive Board Members** to SAEM's ADIEM academy, 2yr term.

Dr. Wallenstein received the **education grant** from the SOM for the **2018 Deans' Imagine, Innovate, and Impact**. His study in "Professional Identity Formation as a Construct for a Medical School Curriculum on Race, Bias, and Privilege."

Dr. Meloy new **Education Chair** of the ACEP section of Diversity, Inclusion and Health Equity.

Dr. Backster attended the 2018 Sex and Gender Health Education Summit.

Dr Backster was nominated by the Emory SOM SNMA students for their Kuumba (creativity) Kwanza award.

The Sex and Gender Summit occurs every three years or so and is designed to bring Healthcare practitioners together for multidisciplinary learning and collaboration.

Drs Chowa, Yaffee, and Anjini Patel (now at Duke) started **Building Emergency Care Capacity in the Kingdom of eSwatini**. They work with the EMS equivalent called EPR (Emergency Preparedness Response) Division of the Ministry of Health. Some of the Current projects involve training nurses in emergency care, evaluating emergency call center data, revamping protocols and more. In October, they will partner with the ministry to implement the country's first ever Emergency Care Research Conference. Reach out to Drs Chowa or Yaffee if interested in helping in Oct 2019. erika.phindile.chowa@emory.edu
anna.quay.yaffee@emory.edu

Dr. Shami Das was selected to participate in the Emory School of Medicine's 2018 **Health Services Research (HSR) Course** following a competitive application process. This 5-month HSR crash course is taught by recognized HSR faculty from across the university.

Dr. Nakajima is a working **member in the Diversity and Inclusion Working Group** with Medecins sans frontieres (MSF aka Doctors without borders) Japan. This group is working to promote diversity and inclusion within MSF (especially amongst national staff) and is raising a motion at their General Assembly.

Emory Doctor's Day, saw Drs. Lewis, Backster, Steck and Pendley, highlighted by Emory University. <http://2018doctorsday.strikingly.com>

Dr. Abigail Hankin-Wei, **SOSA-AAFSW** (Secretary of State Award for Outstanding Volunteerism Abroad) winner for her work abroad in Mozambique. "Through their selfless actions, SOSA winners and nominees have changed lives and saved lives and have inspired others to volunteer as well." For more information on the award <https://www.aafsw.org/services/sosa/>

Dr. Sheryl Heron, MD, MPH, FACEP, was honored with the Inaugural **Wes Curry Executive Leadership Award** from Vituity at the 6th Annual Emergency Medicine Executive Summit.

Dr. Heron winner of the Emory SOM's inaugural **Excellence in Diversity & Inclusion Award**. This award recognizes EUSOM faculty who have made significant achievements in ensuring that the climate of EUSOM is characterized by inclusivity and organizational equity through leveraging of the varied attributes of diversity in our community.
<http://2018recweek.strikingly.com/blog/diversity-award>

Dr. Heron was an invited member to Social Justice Education Faculty Thought Leaders Committee. Emory Univ.

Faculty **Promotions**: Drs. Julio Lairet, Michelle Lall, Anwar Osborne, Jeff Siegelman, Brooks Moore

Dr. Nicole Franks - **Program Chair** - Emergency Medicine Section -National Medical Association

De. Michelle Lall was the SAEM Academy for Women in Academic Emergency Medicine (AWAEM) **President**.

Dr. Julio Lairet - **Chair**, Medical Services Committee, American College of Emergency Physicians

Dr. Andres Patino **ACEP International Ambassador** (Colombia). Also does lots of work in Ecuador.

Dr. Tammie Quest was **President** of the American Academy of Hospice and Palliative Medicine.

Dr. Watts was the co-recipient of the **2018 Georgia College of Emergency Physicians In-Training Professionalism and Service Award** for his community service work mentioned above.

Presentations

FemInEM Development Retreat, Revive. Feb

Working smarter: Efficiency for Physicians. Dr. Lall.

University of Florida March

Keynote Speaker: Unconscious Bias – What Do We Know, What Can We Do? – Celebration of Diversity Week, University of Florida Department of Emergency Medicine. Dr. Heron.

Minnesota Hospice and Palliative Care Network April

Keynote Speaker: The Elephants we can't see: Bias & Stereotyping in the care of the seriously ill. Dr. Quest.

SAEM May

SAEM excite competition May 2018: WEM-PWRDD program was presented and selected as a co-winner. Dr. Backster (presented), Henn and Goines

How to gain Relevance and Stature in your hospital. AAWEM leadership Session. Dr. Heilpern.

Validation of a screening tool for victims of commercial sexual exploitation among patients with high risk chief complaints in a pediatric emergency department. Poster. Dr. Peckham et.al

Ethical considerations related to diversity and inclusion in emergency medicine. Dr. Heron et.al.

Firearm injury: a public health approach and next steps for research. Didactic session. Drs. Ackerman, Hudak et.al

Academic Health System Administration as an Avenue for Career Development: Forging a pathway in Administration, Panel. Dr. Franks

NMA July/Aug

Validation of a Screening Tool for Child Sex Trafficking Among Patients with High-Risk Chief Complaints in a Pediatric Emergency Department. Dr. Sheri-Ann Kaltiso

Emergency Medicine Leadership and Advocacy. Moderator: Dr. Sheryl Heron

Helping without Hurting: Is Emergency Medicine Doing Too Much or Too Little? A Social Determinants of Health Update. Dr. John E. Lewis, Jr

Joint Session EM/ANES/PM&R/Neurology/Neurosurgery: Opioid Stewardship in the Chronic Pain Patient using Alternative Pain Management Options. Moderator: Dr. Nicole Franks

Engaging Palliative Care for Chronic Pain Management: Maimed but not killed. Dr. Tammie Quest

Regional Nerve Block Ultrasound Workshop. Led by Dr. Tricia Smith

A Year in Review: Surge of Disasters and the role of Emergency Responders. Dr. Elijah Robinson, III

Emergency Medical Services – EMS Fellow. Dr. Renee Johnson (Emory EM alumni)

Cardiac Emergencies. Moderator: Dr. Lisa Mack

Cardiac Emergencies in Pregnancy. Dr. Anwar Osborne

Identification and Management of Delirium in Older Adults and Vulnerable Patients in Acute Care Settings: Are We Catching the Subtle Patients. Dr. Edidiong Ikpe-Ekpe

FemInEM Idea Exchange (**FIX18**) Sept

“Equity & Inclusion - Where do we go from here?” Dr. Heron

ACEP Oct

Above Us Only Sky: Exploring Transitions, Challenges, and Strategies of Women in Leadership Roles. Dr. Nicole Franks

HIV and Fever: Easy as 1,2,3 in the ED Q & A. Dr. Nicole Franks

Super Strategies to help your ED Super Utilizers. Dr. Nicole Franks

Competing in the 20 in 6 Resident Lecture: “Resiliency, kale salads and mindfulness are not enough - why I believe it's time to broaden the wellness conversation.” Dr. Isabel Malone

DON'T Fear the Walking Dead. Lifesaving Tips for the Talking, Pulseless, V.Fib Patient. Dr. Tricia Smith

Presenting: ACEP International Ambassador Program: Overview of Ongoing Work and Future Directions. Dr. Andres Patino

Talk: Job Search and Contract Negotiations; Moderator for afternoon session of core course and cohost or demo Sono Tank, our new US Research/education/admin/international US project pitch competition. Dr. Laura Oh

FAST FACTS: Cardiology Pearls at a Regular, Rapid Rhythm. Dr. Michelle Lall

FAST FACTS: Neuro Potpourri. Dr. Michelle Lall

ACEP Connect: Crazy Cardiac Cases – Causing Chaos and Creating Controversy. Dr. Michelle Lall

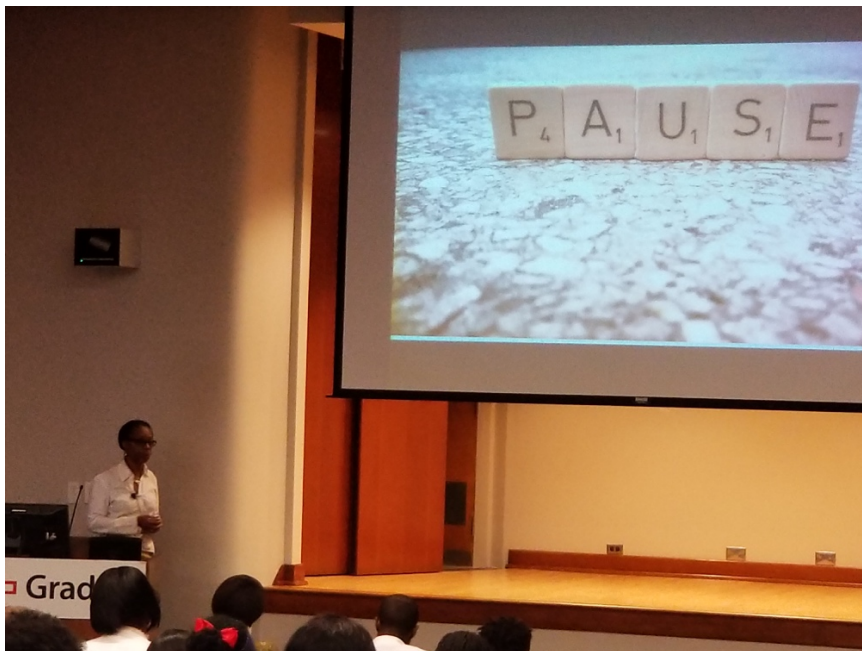
GCEP Dec

"Transitioning from Resident to Attending" Dr. T. Smith

LOCAL

SOM Grand Rounds, Morehouse

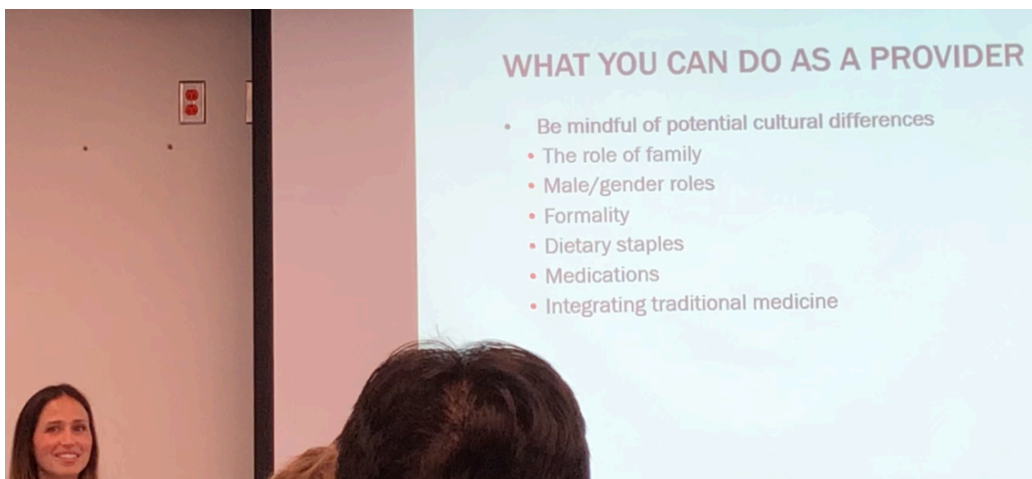
"Diversity, Equity and Inclusion: Why Does It Matter?: Shaping Medical Education and the Healthcare System of Tomorrow." Dr. Heron. July



Emory

Cultivating a Culture of Teamwork and Safety through the implementation of a daily hospital Safety Huddle. EUHM. Dr. Franks. Sept

SNMA Hispanic Heritage Month. Dr. Libby gave a rousing presentation on Latino cultures to the Emory SOM students, with Dr Backster acting as advisor. Oct



Other

Equity & Inclusion: Where are we now? What do we need” – 2018 Emergency Department Practice Management Association Solutions Summit. Dr. Heron. April

National Youth Leadership Forum – Leadership in Medicine – Soaring to New Heights, Atlanta, GA. Dr. Heron. June

SIM Wars

SAEM: Jaquelyn LaRussa, Tonya Bolton, Karen Bowers, Sar Medoff. Advisor Olivia Minkhorst

ACEP: Olivia Zoph, Jae Goines, Brandon Giberson, Rachel Libby



SAEM Grady “ladies”

Articles for Publication/Published

Heron, S – When Unconscious Bias Hits Home (Again) – We Must Do better at recognizing and addressing bias – ACEPNow – July 2018

<https://www.acepnow.com/article/when-unconscious-bias-hits-home-again/>

Siegelman, Lall, Lee, Moran, Wallenstein, Shah. Gender Bias in Simulation-Based Assessments of Emergency Medicine Residents. Aug 2018

Backster, Poffenberger, Rotolli. Caring for Persons with Disabilities. SAEM Pulse Sept/Oct 2018

Milano, Alyssa, **Meloy, P,** et al. Emergency department evaluation of patient satisfaction. Does physician gender impact Press Ganey scores? A multicenter study. The American Journal of Emergency Medicine, Dec, 2018, Volume 36, Issue 9, 1708 – 1709

Boatright D, Branzetti J, Duong D, Hicks M, Moll J, Perry, M, Pierced A, Angerhofer C, Samuels E, Smith T, **Heron, S** – Racial and Ethnic Diversity in Academic Emergency Medicine: How Far Have We Come? Next Steps for the Future. Academic Emergency Medicine Education and Training. December 2018

Madsen T, **Heron SL**, Rounds, K, Kass, D, **Lall**, M, Sethuraman, K, Arbelaez C, Blomkalns A, Safdar B, - Making Promotion Count: The Gender Perspective, On Behalf of the Society for Academic Emergency Medicine Equity Research Taskforce" - Accepted for publication, Dec 2018

Book

Heron "Diversity and Inclusion in Quality Patient Care." 2nd edition



Blogs started:

Dr. Phindle Erika Chowa "Mom Guilt"

<https://momguiltclub.wordpress.com>

Dr. Toni Jackson (resident alumni graduated 2018) "Crazy tea"

https://tonishaejackson.wixsite.com/website/blog/?fbclid=IwAR1Lom8nejM4hm0wkjnGQnLTUdcOZofMLpoCJ1VXXMyLYI1Xlq6D_4AU97k

FUN

Dr. Osborne holds comedy night events throughout the year in Oct the proceeds went to support the local charity: NICU rides Program.

Annual St Patrick's Day social at Dr. O'shea's. March 2018

April 9th, the 50th anniversary of the assassination of civil rights leader Dr. Martin Luther King Jr. saw many of us pausing to reflect on his vision for justice and equality, **with** the Wellness and Diversity Committees sponsoring our departmental participation in a city-wide march along the original funeral procession, followed by a fellowship lunch. 5 people made it to the march (Drs. O'shea, Heron, Iledare, Malcom, and Medoff) and 12 people were able to attend the lunch after. Big thanks to Dr. O'shea for organizing!



Goodbyes

Dr. Adrian Daul, Wonderful past EDIC LGBT advisor.

Dr. Kate Heilpern, Amazing departmental chair

Class 2018





Co-Chair Dr. Anika Backster abackst@emory.edu

Co-Chair Dr. Kris Ford kristopher.k.ford@emory.edu

LGBT advisor

Advisor Dr. Sheryl Heron sheron@emory.edu

Resident Chair Dr. Jae Goines jgoines@emory.edu