

# ED Diversity and Inclusion Committee 2016 Year in Review

EDIC Issue 2  
By Dr. Anika Backster  
January 2017



With the new year let us highlight some of the fun and wonderful things our Emergency Department has done in 2016.

## Events, Presentations, and Accolades

### *March*

Minority Men's Emergency group meeting

Great turn out of 10 men at all stages in practice (3<sup>rd</sup> year med student to alumni), showing and giving support to each other. Thanks to **Dr. Osborne** for organizing.



**Field Trip** to Center for Human and Civil Rights

Giant success with our first ED Diversity/Wellness field trip to the

National Center for Human and Civil rights! 26 people made it out to the center.

It is such an amazing museum and I encourage everyone to carve out some time to visit. Feedback for the day was amazing and I felt like the center really accomplished itself in promoting and causing dialogue and introspection on the way we behave as humans toward each other, how world changing events have occurred right here in Atlanta, and on the work we still need to do.




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*The Sullivan Commission: A 2004 nationally recognized panel that issued 37 recommendations to improve diversity in the healthcare workforce. Named for Dr. Louis Sullivan, former secretary of Health and Human Services and chair of the commission.*

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*May*

**Dr. Ricardo Martinez** joined the Board of Directors for the Sullivan Alliance. (as in the Sullivan Report’s spin off organization whose “goal is to provide the focused leadership, deep commitment, and sustainable efforts that will result in the addition to our nation’s workforce of more well-trained health professionals from racially and ethnically diverse backgrounds able to provide quality health care and innovative research in the decades ahead.”)

<http://www.thesullivanalliance.org/cue/news/pr/sa-bod.html>

SAEM

May 12<sup>th</sup>, SAEM Emergency Departmental Award recipient: **Academy for Women in Academic Emergency Medicine (AWAEM) Outstanding Department Award 2016.**

“it was clear to the executive committee that your department's outstanding accomplishments regarding women in academic Emergency Medicine are deserving of the 2016 award”

A highlight from the final letter of support that we submitted:

“As a direct result of the department’s long-standing commitment to recruitment and retention of women, we currently have 19 female faculty with tenure of 5 or more years, and 16 faculty of an underrepresented background. Having approachable and accessible female faculty that have successfully traversed the rigors of academia and family provides true mentorship for junior women faculty. Our women leaders not only serve as excellent role-models, but routinely create opportunities for career advancement; by including junior faculty in national-level activities, recommending other women faculty for lectureships or authorships when they themselves are not available, and providing both clinical time and financial support for faculty to attend development courses such as the SAEM Junior Faculty development conference and the AAMC Minority Faculty Career Development Seminar.”



SAEM: Dr. Daul led a Didactic panel presentation on Transgender Care as well.



SAEM: **Dr. Heron** also served on a panel of 3 detailing her experience and journey in academic emergency medicine and importance of diversity and inclusion in her career.



*June*

**Dr. Kazi** and Dr. Sujatta Presentation on racial disparities and IBD, at Grady Research Day 2016.

**Dr. Toni Shae Jackson** has stepped up to act as our EDIC knowledge repository coordinator. She's going to help coordinate activities on diversity with the Journal club and lectures and build our database of articles. Big thank you Toni! Also we are still looking for other residents who would like to help.



*July/Aug*

NMA (National Medical Association) National Meeting

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***The National Medical Association: is the nation's oldest and largest organization of predominantly African American physicians. With 112 affiliate societies throughout the United States and U.S. Territories, it represents the interests of more than 30,000 African American physicians and the patients they serve.***

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**Dr. Ford** moderated on “COPD: An Evidence-Based Update for the Emergency Medicine Physician.”

**Dr. Franks** presented “Quality & Safety Initiatives that are NOT Optional in the ED. On 8/3 LLSA review.”

**Dr. Haley** presented “Protecting the Safety-Net in a Changing Healthcare Landscape.”

**Dr. Heron** presented “Heating Up: Not Burning Out. What Can We Do?, and served as a panelist on “After 5” Mid-Career Options – Panel Discussion.”

*August*

**Dr. Nicole Franks** is the new Chair-Elect of the Emergency Medicine Section for the NMA.

*September*

**Drs. Renee Johnson and Yalina Disla** led a thought provoking Diversity session at the annual residency retreat with a Diversity Walk, Sept 25, 2016. The exercise was created by Dr. Heron and modified by Drs. Backster and Ford. The commitment from faculty to residents to make the session happen showcases our residents stepping up into leadership roles that promote diversity. We hope this will encourage them to continue this mission wherever their careers take them.

<http://www.nmanet.org>

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***Woodruff Leadership Academy: the mission is to develop tomorrow's leaders so they are prepared to create, articulate, and achieve organizational vision for the benefit of the woodruff Health Sciences Center.***

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**Drs. Douglas Ander and Nicole Franks** were accepted to the 2017 Woodruff Leadership Academy. That means two of the eight 2017 fellows are Emergency Medicine physicians!

*October*

**Dr. Yalina Disla** gave a presentation for Hispanic Heritage month to the Emory SOM, Oct 11, 2016. Organized by SNMA (Student National Medical Association), our department is continuing to be a leader of diversity by giving this now yearly

lecture to our affiliated medical students.



**Dr. Tammie Quest** has been elected President Elect of the American Academy of Hospice and Palliative Medicine beginning February 2017. AAHPM is the professional organization for physicians specializing in hospice and palliative medicine, nurses, and other healthcare providers with over 5,000 members.

Tammie is the first Emergency Physician in the history of the AAHPM to be elected to this role. In her President-Elect year (2017) and her President year (2018) she will have the opportunity to represent the Academy and highlight the specialty of Emergency Medicine.

**Dr. Daul** presented at ACEP: Emergency Care for Transgender Patients: Cultural Competency 101. He has also been invited to participate in a panel on implicit bias at ACEP's Leadership and Advocacy Conference in March in DC.

#### *December*

**Dr. Daul** participated on a panel on Transgender Health hosted by Morehouse School of Medicine's Alliance and Health STAT.

<http://www.hrc.org/blog/training-tomorrows-physicians-about-transgender-people-and-their-health-nee>

## Articles accepted for Publication

Healthcare Disparities Education Using the Implicit Association Test.

By: **Dr. Siegelman, Heron, Salhi, and Woods**

In: Medical Education: Really Good Stuff

<http://onlinelibrary.wiley.com/doi/10.1111/medu.13174/abstract;jsessionid=FB75A40A5ECD15719B6D79BBBB765734.f04t01?systemMessage=Wiley+Online+Library+Journal+subscribe+and+renew+pages+for+some+journals+will+be+unavailable+on+Wednesday+11th+January+2017+from+06%3A00-12%3A00+GMT+%2F+01%3A00-07%3A00+EST+%2F+14%3A00-20%3A00+SGT+for+essential+maintenance.+Apologies+for+the+inconvenience>

Of Prayers and Cures and Very Pretty Girls

By **Dr. Satta Massaquoi Emeli**

In: NY Times

[http://www.nytimes.com/2016/09/18/magazine/of-prayers-and-cures-and-very-pretty-girls.html?smprod=nytcore-iphone&smid=nytcore-iphone-share&\\_r=0](http://www.nytimes.com/2016/09/18/magazine/of-prayers-and-cures-and-very-pretty-girls.html?smprod=nytcore-iphone&smid=nytcore-iphone-share&_r=0)

OPINION: On Racism and the Emergency Department

By: **Dr. Anwar Osborne**

In: ACEP Now Oct 2016

[http://www.acepnow.com/wp-content/uploads/2016/10/00\\_ACEN1016\\_Web.pdf](http://www.acepnow.com/wp-content/uploads/2016/10/00_ACEN1016_Web.pdf)

How Emergency Departments Can Embrace Diversity, Inclusion

By: **Dr. Sheryl Heron**

In: ACEP Now Dec 2016

[http://www.acepnow.com/article/emergency-departments-can-embrace-diversity-inclusion/?elq\\_mid=14294&elq\\_cid=5293226](http://www.acepnow.com/article/emergency-departments-can-embrace-diversity-inclusion/?elq_mid=14294&elq_cid=5293226)

Hospital-based, multidisciplinary, youth mentoring and medical exposure program positively influences and reinforces health care career choice: "The Reach One Each One Program early experience".

By: **Drs. Danner** (Morehouse Trauma), **Heron, Mack**, et all

In: American Journal of Surgery 2016 Dec 14

[http://www.americanjournalofsurgery.com/article/S0002-9610\(16\)31019-4/abstract](http://www.americanjournalofsurgery.com/article/S0002-9610(16)31019-4/abstract)

## Community Service

*June*

**S. GA Farmworkers Project.** Drs Backster and Meer were able to go, but alas no residents, hopefully next June our residents can make it.



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***The South Georgia Farmworker Health Project:*** developed in 1996 in collaboration with the Southwest Georgia Area Health Education Center (SOWEGA AHEC) in Albany, Georgia, and in collaboration with the Georgia Farmworker Health Program, State Office of Primary Care. Emory School of Medicine physicians and PA faculty, supervise students from the Emory PA and Medical Programs, and provide free health care to farmworkers and their dependents in far south Georgia during a peak period of the summer agricultural season. Community volunteers participate as interpreters, as health care providers, and provide logistic support and supplies for the Project

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*October*

**S. GA Farmworkers Project.** Drs. Backster and Khan were able to get away for a weekend to support the project.



**Atlanta Pride Parade.** Drs Demesithas and Blanton were in attendance. Thank you Dr. Daul for helping with awareness.

### *November*

**Covenant House: Sleep Out.** Dr. Leon Haley.

“Covenant House is the largest privately-funded agency in the Americas providing food, shelter, immediate crisis care, and essential services to homeless youth in 30 cities in 6 countries.

But we don’t stop at offering an immediate safe harbor. We strive to move each young person forward down the path to an independent adulthood, free from the risk of future homelessness. Every young person receives individual attention from caring adults who are ready to lend a hand up to a better opportunity.”

[http://covhou.convio.net/site/TR/SO\\_Executive/SleepOutExecutiveEdition2016?sid=2276&type=fr\\_informational&pg=informational&fr\\_id=1778](http://covhou.convio.net/site/TR/SO_Executive/SleepOutExecutiveEdition2016?sid=2276&type=fr_informational&pg=informational&fr_id=1778)



**SNMA Emergency Medicine Mentorship dinner.** Drs Backster, Ford, Iledare, Yancy, Chowa, and Shea Jackson made it out and were able to have fun informal discussions with about 13 Emory medical students on careers in Emergency medicine.





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*And finally, a fond farewell to Dr. Leon Haley who has accepted the position of Dean of the College of Medicine at the University of Florida's Jacksonville campus. We will miss you!*

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Apologies to anyone and anything I missed, or anything I mis-entered. Please remember to shoot me an email whenever you have anything to share regarding Diversity and/or Inclusion. ( [abackst@emory.edu](mailto:abackst@emory.edu) )

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## Happy New Year Everyone!

- Dr. Kris Ford and Dr. Anika Backster  
EDIC Co-Chairs

*Truly we are a group committed to Diversity and Inclusion and I am proud to be a part of this!*

*-Anika Backster*