

## Fall 2019 EDIC Meeting Minutes

**In attendance:** Backster, R Wallace, Goines, Abazaid, M White, Robertson, Clery, S Ashley, Heron, Zeidan, Disbow, Kaltiso, J Patel, Bascombe, Bell,

### **Learning tidbit (expand your mind)**

#### The Poor People Campaign 1967-1968

Founded by Dr. Martin Luther King, was seen by MLK as the next chapter in the struggle for genuine equality. Believing African Americans and other minorities would never enter full citizenship until they had economic security. Through nonviolent direct action, King and the SCLC hoped to focus the nation's attention on economic inequality and poverty. Succeeded by Ralph Abernathy in 1968. Although the campaign succeeded in small ways, such as qualifying 200 counties for free surplus food distribution and securing promises from several federal agencies to hire poor people to help run programs for the poor, Abernathy felt these concessions were insufficient.

More information at

<https://kinginstitute.stanford.edu/encyclopedia/poor-peoples-campaign>

and

<https://www.poorpeoplescampaign.org/history/>

## Upcoming Dates

### **Community Service:**

(Possible) Winter/Dec clothing drive

### **Larger Meetings:**

ACEP in Denver

NHMA in April DC

CORD April

SNMA April Cleveland

SAEM May Denver

NMA Aug Atlanta

### **Local events (fun):**

Look for local events celebrating the below events (try Facebook or Eventbrite)

### **Heritage Months:**

**Hispanic Heritage** September 15 - October 15 celebrates and recognizes the contributions Hispanic Americans have made to American society and culture and to honor five of our Central American neighbors who celebrate their Independence days in September.

**Disability Employment Awareness Month Oct** National Disability Employment Awareness Month celebrates the accomplishments in the workplace of persons with disabilities and reaffirms the commitment to ensuring equal employment opportunities to all citizens.

**American Indian Heritage Month Nov** celebrates and recognizes the accomplishments of the peoples who were the original inhabitants, explorers and settlers of the United States.

**Human Rights Day Dec 10<sup>th</sup>** observed each year to commemorate the adoption of the Universal Declaration of Human Rights (UDHR) by the United Nations General Assembly on December 10, 1948.

## **Updates**

Dr. Randy Wallace is my new EDIC Co-chair!

Dr. Michelle Lall is our new WEDI Director of Well-being Equity, Diversity and Inclusion.

New EDIC emblem designed by the talented Dr. Rahel Gizaw (below).

Please send comments or suggestions for improvement to Drs. Backster and Gizaw

Suggestion made for addition to emblem that stands out to represent Gender non-conforming more.



If someone else would like to create an emblem, we are open and happy to receive and showcase all of our communities' great ideas! Please send to both your EDIC Chairs.

Idea: Black health matters tees

<https://www.blkhlth.com>

We will propose to have tees purchased for anyone interested and then for February black history month, we can wear them at work. We will also provide teaching points for patients on the health disparities that persist.

Also would anyone be interested in reaching out to this group and seeing if there is a way for us to collaborate with them?

Idea: Starting an Ally and LGBTQ+ brunch, biannually.

Let Dr. Backster know if you would like to help plan the winter one.

Open to better naming ideas—but am partial to including brunch.

### Education

WEM-PWRDD is up and running.

Participants, please sign up for your small group meeting dates.

Did we miss you as a member? Open to all self-identified women. Email Drs Backster and Henn.

Jan 14 LGBTQ lecture by Dr. Blum. Mark your calendars

Dr. Zeidan [amy.josephine.zeidan@emory.edu](mailto:amy.josephine.zeidan@emory.edu) and human rights and refugee/asylum exams. Overall : Excellent progress with a human rights clinic, and will be doing evaluations for detainees at Steward Detention Center soon. Goal is to have faculty, residents and students participate.

Current state:

#### 1) Asylum Evaluations

-We are in the process of establishing a Human Rights Clinic at Emory in partnership with the School of Public Health and Physicians For Human Rights (there are 18 other medical school affiliated asylum clinics in the US!).

The purpose of the clinic is to provide asylum evaluations to individuals seeking asylum. *The grant rate for asylum seekers in GA is abysmal at 2%, compared to the national average of 58%. We will be holding a training for faculty after the new year. All residents and students are welcome to shadow!*

#### 2) Point of Care Ultrasound at Grace Village Clinic & Clarkston Community Clinic

-Both clinics are always looking for volunteers.

We just received butterfly probes to use during clinic. The patients are majority refugees with significant barriers to care (cost, access, transportation).

Students/Residents are welcome to join Dr. Zeidan whenever she is there.

It would be great to have more faculty volunteers as well!

She has also submitted for a didactic on the subject at the NHMA (National Hispanic Medical assoc) national conference.

#### Discovery and Innovation

Backster and Stavely working on QA data for WEM-PWRDD but hoping to turn it into research.

Dr Henn is working on a project PRECEDE to identify gaps in care for pregnant women in healthcare shortage areas (rural Georgia).

QI: Drs. Henn and Lang are working on an order set and education for providers on emergency contraception and starting contraception in the ED.

Dr. Backster is working with her ADIEM accommodations group on a paper for best practices. Intern Dr. Austin is assisting.

#### Recruitment & Retention

Ideas for increasing our enticement of diverse applicants:

- Contact pamphlet for applicants to reach out directly (or if desired indirectly) and speak to current faculty and residents on their

experience here with regards to race/ethnicity, family life, religion, LGBTQ etc

- Will create a google form for participation
- Possible URM application designated dates (4 dates or two weeks)
  - Goal Pick two weeks of the interview season and allow prospective residents to preferentially schedule on these days who are URiM or even just identify as being interested in diversity, LGBTQ issues etc
  - On these days would need to have our diverse resident and faculty body show up more for interviews or lunch. Maybe do a diversity presentation at lunch? Could offer time after the interview day to chat with whomever they are interested using the above pamphlet.
  - Arrange dinner for applicants in between
    - So one set could stay later for the dinner and the other arrive a day early for the dinner. E.g. if interviews are on Thurs and Fri the dinner would be on Thursday.
  - Department of Radiology already has similar designated days could borrow format from them, or look to Highland's residency program etc
- Currently our only weak area in diversity is LatinX

Morehouse medical student Mock interviews, organized by Dr. Goines and Iledare. Oct.

SNMA EM dinner. November? Waiting on the students to contact us

SNMA national conference, in Cleveland. Any interest in sending someone to it (maybe we could cover airfare if they have a place to stay)? Whoever goes would participate/represent us under the AEM table?

NMA national conference participation. We want to be sure and have a strong presence at conference this year since it's in Atlanta. Dr. Heron will keep us abreast.

### Community service

Let's continue to explore other opportunities for interested residents.

### Leadership

Dr. Randy Wallace is the new EDIC Co-chair.

Dr. Michelle Lall is the new Dir. WEDI.

Resident chair(s). The glorious Dr. Jae Goines will be graduating this year, and Dr Nabil Abaziad has agreed to be our next Resident chair, but there is room for a resident co-chair. Is anyone interested?

TACCT leader ?

- Continuing to develop a TACCT team

Social Media

Blogs/Podcasts

Osborne

Chowa “Better Health Better Women” (private facebook group, email her for access)

“Hey doc let’s chat”. Podcast on Anchor, and you can listen on Spotify or RSS. Created to discuss health topics that pertain to women of color.

[https://anchor.fm/heydocletschat?fbclid=IwAR2evGKHT0\\_PCnpXRhb9JwNMjrrtvWGGqo\\_Njd-IW4JzKU4a2QpW05F1AF4](https://anchor.fm/heydocletschat?fbclid=IwAR2evGKHT0_PCnpXRhb9JwNMjrrtvWGGqo_Njd-IW4JzKU4a2QpW05F1AF4)

Also has a FB page.

Toni Jackson (Alumni) “Crazy tea”

[https://tonishaejackson.wixsite.com/website?fbclid=IwAR0cR-dYkVTwf7T9MqFg\\_jovsy0BGr-JgRyFrofrov6zPkmEK6rQr1KKwLA](https://tonishaejackson.wixsite.com/website?fbclid=IwAR0cR-dYkVTwf7T9MqFg_jovsy0BGr-JgRyFrofrov6zPkmEK6rQr1KKwLA)

EDIC FB and IG (see below) pages

## Past Events and Accolades

*Please take a moment to recognize your colleagues the next time you see them, on their wonderful contributions and commitment to diversity.*

### **Emory EM:**

Drs. Chowa and Yaffee just completed the first ever ESwatini EM conference. Over 200 people in attendance. Also present Drs. A. Patel and Hankin-Wei

### **Community Service:**

Dr. Darius Watts collected items for the homeless at the Residency retreat in September and donated to Hosea feed the Hungry.

### **Larger Meetings:**

Dr. Nicole Franks was the 2019 Wes Curry EM Diversity Leadership Honoree at the executive Leadership Diversity Summit.

### **Local events (fun):**

### **Articles published:**

Title: Teaching Health as a Human Right in the Undergraduate Context: Challenges and opportunities

By: Bisan Salhi

In: Health and Human rights journal

Links

[https://www.researchgate.net/publication/334065248\\_Teaching\\_Health\\_as\\_a\\_Human\\_Right\\_in\\_the\\_Undergraduate\\_Context\\_Challenges\\_and\\_Opportunities](https://www.researchgate.net/publication/334065248_Teaching_Health_as_a_Human_Right_in_the_Undergraduate_Context_Challenges_and_Opportunities)

Title: From 14 to 2

By: Drs. Nabil Abazaid, Anika Backster, and Anwar Osborne

In: SAEM Pulse

Links (if any): comes out November

## EDIC in Social Media:

**Facebook:** Two closed groups

For EDIC to join: email Dr. Backster with the email you use to access your Facebook login. Alternatively search for “EDIC-EM Diversity and Inclusion Council” and request to join

For the women’s group, search for “Women in Emergency Medicine @Emory”, request to join.

**Twitter:** @EmoryDiversity

**Instagram** @backsteratl

## Databases

### **We have databases at your disposal!**

Just shoot Dr. Backster an email if you are interested in information from a database. Or if you have information to add to one, please email it to Dr. Backster.

**Community Service**—synopsis of events in our community and opportunities/needs for service. Includes a general timeframe (months of occurrence) for participation in the event.

[abackst@emory.edu](mailto:abackst@emory.edu)

**Articles on Diversity & Inclusion:** Including the actual article.

[abackst@emory.edu](mailto:abackst@emory.edu)

Residents interested in volunteering to help coordinate Diversity articles with the JC articles, please email [abackst@emory.edu](mailto:abackst@emory.edu)

**Funding/Grants and Conferences:** This database is searchable by the month the conference is held or month grant is due. It has information for both residents and attendings.

[abackst@emory.edu](mailto:abackst@emory.edu)

## Summary of leadership within

Please email your ideas/updates/or anything of relevance to the below people.

Co-Chair Dr. Anika Backster [abackst@emory.edu](mailto:abackst@emory.edu)

Co-Chair Dr. Randy Wallace [randy.l.wallace@emory.edu](mailto:randy.l.wallace@emory.edu)

LGBT advisor Accepting nominations

Advisor Dr. Sheryl Heron [sheron@emory.edu](mailto:sheron@emory.edu)

Resident Chair Dr. Jae Goines [jgoines@emory.edu](mailto:jgoines@emory.edu)

EDIC RIDE articles Dr. Jae Goines [jgoines@emory.edu](mailto:jgoines@emory.edu)

Databases (Community service, Articles/Papers, Conferences, Funding) send any and all info to Dr. Anika Backster please.

### **Join ADIEM and AWAEM within SAEM!**

<http://community.saem.org/saem/communities/viewcommunities/groupdetails?CommunityKey=a8136ffe-42c0-4939-956d-fa23d3b786f3>

