

2017 Chair Communique Series

ED Diversity and Inclusion Committee 2016 Year in Review

Katherine L. Heilpern MD
Ada Lee and Pete Correll Professor and Chair

Dear Faculty, Residents, Advanced Practice Providers and Staff,

It's my pleasure to present the January 2017 Chair Communique for the Emory University Department of Emergency Medicine. This time, we focus more broadly on diversity and inclusion accolades and efforts across the department. We started our Diversity and Inclusion journey about 20 years ago, but for the last ten years have made our efforts both more deliberate and more public. With the creation of a formal Diversity and Inclusion committee, engaged and committed leaders, and a strategic department focus on "our workplace, our people," I am proud to report that we've made great strides.

As Thoreau said, "Be not simply good. Be good for something." And in that spirit, I would like to specifically honor the work of Dr. Sheryl Heron with respect to our departmental commitment to diversity and inclusion. She has been a tireless advocate and educator, and reminds us that we are all walking this journey together.

I hope you enjoy the 2016 compendium of activity.

Sincerely,



January 2017

ACADEMIC Presentations and Accolades

March

The Minority Men's Emergency Group assembled a group of ten men at all stages in practice (3rd year med student to alumni), showing and giving support to each other. Thanks to **Dr. Osborne** for organizing.





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Field Trip to Center for Human and Civil Rights Our first ED Diversity/Wellness field trip to the National Center for Human and Civil rights was a huge success, bringing 26 people out to the center. It is such an amazing museum, and it did a tremendous job of promoting 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.

May

Society for Academic Emergency Medicine (SAEM) Annual Meeting 2016.

Emory EM received the **Academy for Women in Academic Emergency Medicine (AWAEM) Outstanding Department Award**. "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 letter of support 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. Adrian Daul led a Didactic panel presentation on Transgender Care.

SAEM: Dr. Sheryl Heron served on a panel of three, detailing her experience and journey in academic emergency medicine and importance of diversity and inclusion in her career.



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Dr. Ricardo Martinez joined the **Board of Directors for the Sullivan Alliance**, the Sullivan Commission 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."

The Sullivan Commission, a nationally recognized panel chaired by Dr. Louis Sullivan, former secretary of Health and Human Services, in 2004 issued 37 recommendations to improve diversity in the healthcare workforce.

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

June

Drs. Ziad Kazzi of Emory EM and **Sujaatta Dwadas** of the Emory Internal Medicine Residency Program spoke on racial disparities and inflammatory bowel disease at Grady Research Day 2016

Dr. Toni Shae Jackson, EM resident, has stepped up to act as our EDIC knowledge repository coordinator. She will help coordinate activities on diversity with the Journal Club and lectures and build our database of articles.

July/August

National Medical Association National Meeting

Dr. Kristopher Ford moderated on "COPD: An Evidence-Based Update for the Emergency Medicine Physician."

Dr. Nicole Franks presented "Quality & Safety Initiatives that are NOT Optional in the ED."

Dr. Leon Haley presented "Protecting the Safety-Net in a Changing Healthcare Landscape."

Dr. Sheryl Heron presented "Heating Up: Not Burning Out. What Can We Do?" and served as a panelist on the "After 5" Mid-Career Options Panel Discussion.

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August

Dr. Nicole Franks is the new Chair-Elect of the Emergency Medicine Section for the NMA. 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. <http://www.nmanet.org>

September

Drs. Renee Johnson and Yalina Disla led a thought-provoking Diversity session at the EM annual residency retreat with a Diversity Walk. 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.

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

October

Dr. Yalina Disla gave a presentation for Hispanic Heritage Month to the Emory School of Medicine. Organized by the SNMA (Student National Medical Association), our department is continuing to be a leader of diversity by presenting this now yearly lecture for our affiliated medical students.



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

Dr. Quest 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.



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Dr. Daul presented at the **American College of Emergency Physicians Scientific Assembly 2016** on “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 2017 in Washington 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>

Community Service

June

Southwest Georgia Farmworkers Project: Drs Anika Backster and Jehangir Meer



The Project was 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.

Atlanta Pride Parade: Drs Demesithas and Blanton were in attendance, and **Dr. Adrian Daul** helped with awareness.

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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



SNMA Emergency Medicine Mentorship dinner. Drs Anika Backster, Kristopher Ford, Elizabeth Iledare, Arthur Yancy, Erika Chowa, and Shea Jackson joined in informal discussions with 13 Emory medical students about careers in Emergency Medicine.



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And finally, a fond farewell to Dr. Leon Haley who has assumed the position of Dean of the College of Medicine and Vice-President for Health Affairs, University of Florida - Jacksonville. We will miss him.



Articles published

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