

UCF COLLEGE OF MEDICINE DEI Newsletter

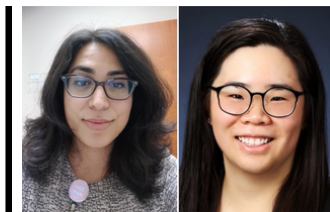
Issue No. 3 | December 2021



Diversity Week 2021 Celebration

The College of Medicine (COM) celebrated Diversity Week October 18-22. This was a dedicated week to highlight the diversity that makes our UCF COM community and our nation so great. There were both in-person and virtual events to help us celebrate our unique backgrounds, life experiences and perspectives. We commit ourselves to making our medical school a place of diversity, equity and inclusion where everyone is appreciated, valued and engaged.

A few highlights from our celebration



The COM Human Library Project (HLP) invites faculty, staff and students to share their unique life stories as a way to build a more inclusive community. This year's Diversity Week HLP event featured stories from second-year psychiatry resident Dr. Gabriella Meyerson and second year M.D. candidate Terisa Yiin. Learn more about their stories and how you can share your story at <https://guides.med.ucf.edu/diversity/humanlibraryproject>.



The ODEI kicked off a new podcast series highlighting the importance of diversity and inclusion in healthcare. Diversity Week podcasts featured guests Dr. Lindsey Warner, Dr. Innocent Akujuobi, Dr. Lisa Meeks, and Dr. Diana Cejas covering topics of LGBTQIA+, historically marginalized groups, and perspectives on disabilities and accessibility.



College of Medicine faculty, students and staff gathered for a Cultural Showcase to celebrate the spirit of diversity with lunch, music and dance on the Tavistock green. Participants visited the El Cubanito Subs food truck for lunch and the Arts in Medicine at UCF COM student group shared some of their musical talents and cultural performances. Following the performances everyone gathered for some fun line-dancing to the "Wobble", including Dr. German! It was a memorable day for our COM community to reconnect and celebrate diversity.

Professional Development

INTERVIEW TOOLKIT

The College of Medicine Council for Diversity and Inclusion has developed a diversity interview toolkit as a resource to be used in search committees and interviews for all COM units. The toolkit includes an overview of diversity at UCF and the COM and equity-minded interview questions.

UPCOMING CME WORKSHOP 12/16



Health Equity | **UCF MED**
Office of Diversity, Equity & Inclusion

Exploring the Basic Tenants of Social & Health Inequities
led by Dr. Innocent Akujuobi
CME will be provided

December 16th
12:00 p.m. - 1:00 p.m. EST
via Zoom

REGISTER NOW <https://bit.ly/healthequitycme>

Accreditation Statement: University of Central Florida College of Medicine is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians. Designation Statement: University of Central Florida College of Medicine designates this educational activity for a maximum of 1.0 hour PRA Category 1 Credit. Physicians should only claim credit commensurate with the extent of their participation in the activity.

SERVICE OPPORTUNITIES

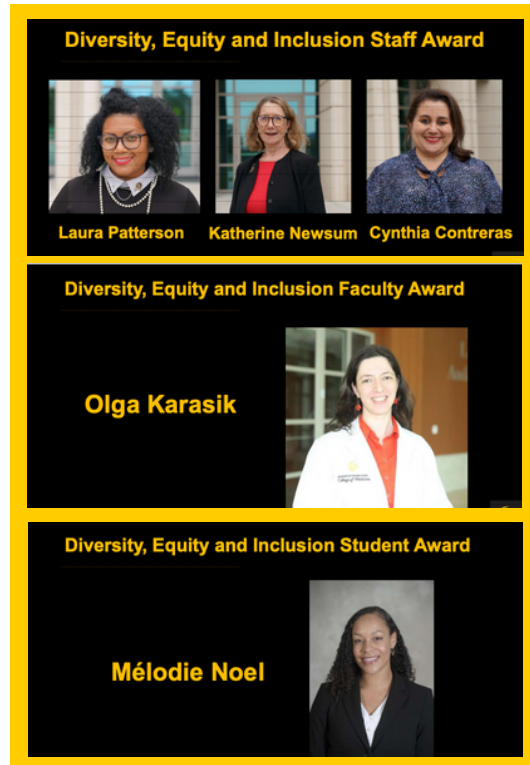
- **Undergraduate Shadowing and Research Mentorship**, contact ucfcomdiversity@ucf.edu
- **Student-Run Free Clinics**, contact Tracy.Macintosh@ucf.edu
- **Admissions Committee**, contact Laurel.Poole@ucf.edu
- **Residency Career Advisors**, contact Soraya.Smith@ucf.edu

Tell us more about how you'd like to get involved!

Visit <https://bit.ly/deiatcom>

INAUGURAL COLLEGE DEI AWARDS

The College of Medicine awarded the first ever staff and faculty DEI awards to recognize contributions to anti-racism, social justice and ending health disparities in our communities and nation. This year's award winners have worked together across our departments and college to find ways to strengthen our equity focus in teaching, research and service commitments, and engage all members of our community in this essential work.



Diversity, Equity and Inclusion Staff Award

Laura Patterson Katherine Newsom Cynthia Contreras

Diversity, Equity and Inclusion Faculty Award

Olga Karasik

Diversity, Equity and Inclusion Student Award

Mélodie Noel

We all benefit from both the process and products of creating a more diverse and inclusive college. Congratulations to all the award recipients and thank you for committing yourself to these meaningful missions!

DIVERSITY CHAMPION



Rhonda Anderson-Robinson received the Diversity Champion award for her commitment to enhancing the culture of diversity and inclusion at the UCF COM. As part of her award criteria, Rhonda shared a presentation about her journey of outreach and self-discovery. She has participated in many diversity-focused seminars, workshops, and community engagement opportunities. Rhonda notes the most impactful leg on her journey was through ancestry.com where she was able to uncover the roots of her African American background and identity.

Happenings at the Office for Diversity, Equity and Inclusion



The ODEI hosted an educational and unique virtual escape room to help recognize the Diwali holiday. Participants learned about the food, people, stories and countries who celebrate Diwali while having some fun and connecting with our COM community.



After spending the last year participating in a series of webinars to learn about medical school requirements, credentials and dynamics, the Medical Mentorship Navigation Program (MMNP) was able to bring participants together in-person for the first time on October 28. Dr. Akujuobi, Director of Health Equity Education at the College of Medicine, shared practical advice for gaining a competitive edge in getting accepted to medical school. The students received scrubs, lab coats, and UCF COM badges for their shadowing and research experiences.



The ODEI invites Black physicians in our healthcare communities to share about their specialties and pathways to health and medicine through our *See Our Medicine Series*. If you are interested in sharing your story and expertise, please email us at ucfcomdiversity@ucf.edu.



This fall ODEI hosted 3 Virtual Open Houses for prospective medical students to learn more about how to pursue a healthcare career with a

focus on health equity and ending health disparities. During the Open House events, participants met various representatives from the COM community, learned how to get into and fund medical school, and connected with mentors in medicine to help guide them along their application journey.



Dr. Akujuobi visited Evans High School for their annual Teach-In event on November 18. He shared about his career in medicine, hoping to inspire students to pursue a career in healthcare.

HEALTH EQUITY SCHOLARS PROGRAM

The Health Equity Scholars Program supports student leaders from the UCF College of Medicine and Burnett School of Biomedical Sciences to examine health disparities across sociodemographic groups and explore how structural factors, knowledge, attitudes, and practices impact health. Program participants will utilize these tools to cultivate a culture of humanism in medicine and empower others to create positive change for health equity.

Selected participants will:

- design and engage in a project, initiative or research effort that addresses health disparities or health equity.
- identify a faculty advisor for the project, initiative or research effort.
- write a program manuscript or publishable article.
- join the Council for Diversity and Inclusion for the 2021/2022 academic year.

Selected proposals received a \$1500 award to support programmatic efforts. Priority was given to fund projects, initiatives or research that are extra-curricular and not part of the student's required academic scholarship (eg. FIRE or required academic program research).

Health Equity Scholars Program 2021 Winners

MEDS (Medical Enrichment for Diverse Students)

This program, in collaboration with ELEVATE Orlando, offers mentorship to students from Evans, Jones, and Oakridge High Schools who are interested in the medical field and come from historically marginalized backgrounds. Medical student leaders, along with faculty and community physicians, provide these high school students an informative view into the medical field and serve as resources for them to ask questions, set goals, and achieve those goals. The program will offer panel discussions, field trips, and mentoring groups to give ELEVATE Orlando students the tools they need for success.

Principal Investigators: Etta Conteh and Yamilet Gonzalez

Faculty Advisor: Dr. Tracy MacIntosh

UCFCOM x Hope and Help Preventative Health Student Clinic

This is a partnership between UCF College of Medicine (COM) and the program's sponsor, Hope and Help. Students will support the development of an Orange County Harm Reduction Program.

Principal Investigators: Nader Tabsh, Sabrina DeAlmeida, Richard Pack

Faculty Advisor: Dr. Tracy MacIntosh

The Unintentional Exclusionary Consequences of Neglecting Hair Preparation Practices in EEG Research

EEG, an electrophysiological device, requires reliable contact between electrodes and the surface of the scalp. Unfortunately, the hardware is not designed with diversity of hair type in mind. Many investigators who perform these studies are not educated on diverse hair types, and subjects are not adequately informed on the nuances of EEG and scalp contact and how hair style and type is a large factor in obtaining reliable signals. This project, a collaboration with a Black hairstylist and two faculty from the Nicholson School of Communications, will develop hair preparation guidelines and education for EEG researchers about recording quality signals from subjects with curly, coily, dense, or coarse hair.

Principal Investigator: Lietsel Richardson

Faculty Advisor: Dr. Helen J. Huang

Standardizing the Medical Spanish Curriculum Using a Clinical Skills Focused Approach

This research project aims to incorporate multidisciplinary clinical skills into the medical school curriculum to improve Spanish language fluency and sociocultural knowledge while conducting histories and physical exams, regardless of initial Spanish proficiency level.

Principal Investigators: Yamilet Gonzalez, Kailee Hernandez, Thomas Knapp, Carolyn Rapp

Faculty Advisor: Dr. Analía Castiglioni

The Impact of Medical Interpreting Credentials on Medical Student Clinical Engagement with Spanish-speaking Patients

This program will expand the pool of Spanish-speaking interpreters at UCF College of Medicine's student-run clinics who have been certified through a bilingual proficiency assessment via CanopyCredentials. The project will assess the impact of medical interpreting credentialing on community service engagement as well as the encounters of credentialed students compared to those who are not credentialed.

Principal Investigators: Yamilet Gonzalez, Kailee Hernandez, Thomas Knapp, Carolyn Rapp

Faculty Advisor: Dr. Annalia Castiglioni



Connect with us @ucfcomdei or by visiting
<https://med.ucf.edu/diversity-and-inclusion/>