

Diversity, Equity & Inclusion Digest

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We are stronger together...

“When we listen and celebrate what is both common and different, we become a wiser, more inclusive, and better organization.”

-Pat Wadors



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A LETTER FROM LEADERSHIP

Tamorah Lewis, MD, PhD

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To the CM Community,

Welcome to another newsletter celebrating our commitment to Diversity, Equity and Inclusion (DEI) and highlighting some of our recent accomplishments. As a faculty member here for seven years, I can say with certainty that we are well on our way to improvements in anti-racism, bias reduction and surveillance for health disparities. In the past month, we had the wonderful session called “The Gifts Within Our Walls: A Conversation About the Experiences of Our Multicultural Faculty Members” and a hospital-wide vigil against anti-Asian violence in the U.S. These are two examples of actively creating an inclusive environment for all CM employees.



Some important signs of commitment and progress in the DEI space include the Faculty and Trainee Diversity, Equity and Inclusion Committee (FT-DEIC), a multi-stakeholder group that started within the Department of Pediatrics in 2018. This committee has made improvements that affect the entire trainee and faculty body. The FT-DEIC has two subcommittees, the Gender Equity Subcommittee and the Graduate Medical Education (GME) subcommittee, both of which have taken on and improved difficult issues around equity. The GME subcommittee has made dedicated efforts to intentionally increase the number of racially **under-represented in medicine (UIM) trainees at CM**. As part of this success, in 2022-2023, CM will have its first African American chief residents.

CM continues to work closely with the UMKC School of Medicine (SOM) to support joint DEI efforts. The **UMKC STAHR program** continues to grow and support UIM trainees at the Schools of Medicine, Nursing and Pharmacy. Many faculty from CM are part of this program. Dr. Tyler Smith, as the Associate Dean of Diversity at the SOM, continues to make improvements in our collaborative efforts.

I hope you enjoy the newsletter and learning more!

Tamorah Lewis MD, PhD

TRAGEDY IN ATLANTA: HEALING FOR HUMANITY

Bearing in mind the rise in Anti-Asian and Asian American harassment and discrimination, Children's Mercy stood in solidarity and unity to fight against the manifestation of this devastating tragedy. Leaders from the Office of Equity and Diversity and other partners joined together for a brief service on March 23, 2021, to honor those lost in the Atlanta tragedy.

"We denounce violence and racism of any kind. As an organization, we will do our part to bring awareness, understanding and action toward an equitable and compassionate world. We must stand together to seek ways to make our voices heard and to show care and compassion to the Asian community." -Office of Equity and Diversity

Please visit [this link](#) to view the Children's Mercy Remembrance Service to Honor and Support our beloved Asian American Pacific Islander Community.



WELCOME UIM RESIDENTS & FELLOWS

Welcome to our new pediatric resident and pediatric subspecialty fellows, who have matched with Children's Mercy. In total, 28 new pediatric residents and over 40 sub-specialty fellows will start their training with us in the summer. Through the dedicated efforts of GME, FT-DEIC and the GME Diversity Subcommittee, a total of nine UIM trainees have matched in our programs. This includes four pediatric residents and five subspecialty fellows covering specialties such as hospital medicine, nephrology, gastroenterology, headache medicine and surgery.

Why are matching UIM trainees so important? Because diversity in health care goes beyond a language barrier. It is about understanding the mindset of a patient within the larger context of culture, gender, sexual orientation, religious beliefs and socioeconomic realities. As the U.S. population continues to diversely increase, an equally diverse workforce of medical professionals is needed to address future health care challenges. GME and the FT-DEIC are committed to recruiting trainees and physicians who can address these health care needs and challenges.

CHIEF RESIDENTS 2022-2023

Each year, the Children's Mercy Pediatric Residency Program selects three resident leaders from the second year class to continue at CM for an additional year after graduation and serve as leaders of the residency program and hospital. What makes this year's decision unique and exciting is that, for the first time in the history of the program, two UIM trainees were selected as chief residents.



Darius Blanding, MD

Darius Blanding, MD, grew up in a small town in South Carolina. He graduated with an honors biology degree from North Carolina Agricultural & Technical State University before completing medical school at the University of South Carolina-Greenville. He came to Kansas City for the first time to interview for our residency program, and we are excited that he has chosen to stay for a fourth year and serve as chief resident. Throughout his residency training, Dr. Blanding has been recognized for his friendly demeanor and approachability mixed with his leadership skills that are highlighted in medical school student government positions and work with diversity and inclusion at both CM and UMKC. Dr. Blanding has career aspirations that include pursuing a fellowship in gastroenterology followed by a career in medical education.



Zuri Hudson, DO

After growing up in Sharpsburg, Ga., **Zuri Hudson, DO**, headed to Atlanta and the Georgia Institute of Technology (She will tell you “Go Jackets!”) where she earned her undergraduate degree in biology. She continued her education at Lincoln Memorial University in Harrogate, Tenn. where she earned her medical degree as well as a master's degree in business (MBA) and a master's degree in biological sciences (MBiolS). When you meet Dr. Hudson, you will quickly see why her peers identify her as energetic, enthusiastic and approachable in her role as a physician and leader. Dr. Hudson's post-residency plans include a fellowship in hematology/oncology and continued work on her passions of diversity, equity and inclusion in academic medicine, mental health and advocacy.

DEI RESIDENCY COMMITTEE

The Diversity, Equity and Inclusion (DEI) resident-run committee was started in the Fall of 2019 under the direction of former Chief Resident Danielle Gonzales, MD. At the time, four new resident-run committees were formed to increase resident involvement in GME and beyond within the hospital (DEI, Advocacy, Research and Wellness committees). In December 2020, the first committee co-chairs were selected to lead the charge, including Darius Blanding, MD; Zuri Hudson, DO; Amy Johnson, MD; Kyra McCarty, DO; and Johana Mejias-Beck, MD.

The goal is to enhance the resident cultural competency experience through conversations, creating avenues for diverse dialogue, and providing safe spaces for them to learn and grow. This started with a resident forum to simply discuss definitions of diversity, equity and inclusion and has evolved into our ongoing projects today. The committee is especially proud of our DEI “Not-So-Book Club,” DEI 60 Seconds of Solidarity and Solidarity badge stickers.

The DEI “Not So Book Club,” name, inspired by the hospital-wide program of similar name, is a bi-monthly (virtual) journal club where discussions are had about race, gender identity, diversity and inclusion in mainstream media such as TV shows, podcasts, Ted Talks, documentaries and journalism. The committee chairs select a piece of media (for example a Ted Talk on being a Black trans male, a documentary about Red Lining in Kansas City “Our Divided City,” a podcast episode about the Black Lives Matter movement “Code Switch: A Decade of Watching

Black People Die” and many more) and encourage residents to watch/listen/read it. The committee then leads a discussion surrounding the topic in journal club fashion allowing free conversation between residents.

The DEI “60 Seconds of Solidarity” is performed every two weeks at the resident Housestaff Meeting where residents select a brief (ideally 60 seconds) topic which brings attention to a DEI topic for a “Minute of Solidarity.” Residents have discussed the acceptance of transgender youth into USA Gymnastics, shared an animated video on “Black Hair,” held a moment of silence for Ruth Ginsburg and her advances for women and brought attention to the discrimination of Dr. Princess Dennar at Tulane University.

Lastly, the committee created and distributed solidarity stickers following George Floyd’s killing last year as a constant symbol of support for the Black Lives Matter movement. These stickers have been spread from the resident group to nurses, attendings and staff throughout Children’s Mercy. Any resident can be a “member” of the committee, but we currently have 20 active members including the chief resident, Robert Garner, MD, who oversees the committee and the five committee co-chairs listed above.



UNITED – UMKC INTRODUCTION

Uniting Numerous medical Trainees for Equity and Diversity (UNITED) is a residency and fellowship advisory group founded through the UMKC Office of Diversity, Equity and Inclusion's School of Medicine Multicultural Affairs in 2019 with the recognition of the need for creating safe spaces to develop community and build relationships among UIM physicians. We believe that UIM physicians are not limited to racial and ethnic identities, but also include those identifying as LGBTQIA+, religious faiths and beliefs, life experiences, diverse geographical locations and varying ability levels.

Our mission is aimed at fostering and developing relationships across specialties as well as advocating for diversity among all UMKC and CM residency and fellowship programs. Previously this group was able to host social events to build community across UMKC and CM trainees and workshops with conversations centered around cultivating a diverse workspace and environment, recruitment and retainment of diverse employees, implicit bias, and cultural competency among other DEI topics.

During this time of the pandemic, our group has shifted to virtual social events with conversations on current events including most recently reviewing documents of the racial discrimination suit from Dr. Princess Dennar at Tulane Medical School. UNITED hosted online Mix and Mingle events this 2020-21 recruitment season in December, January and February for applying trainees interested in connecting with DEI ambassadors and learning more about the transition to Kansas City. These events had over 50 applicants each from a variety of medical programs ranging in geography from Pittsburgh, Pa., and Portland, Ore., to Pakistan, Egypt and India.

We are a trainee advisory group of residents and fellows aimed at bringing people from all backgrounds together to promote collaboration and exchange of thought on how to make our spaces more diverse, welcoming and inclusive. UNITED is led by Raquel McCommon, MAEd, as the advisor and Co-Chairs Zuri Hudson, DO, (PGY2, CM Pediatrics) and Shanice Robinson, MD, (PGY2, UMKC OB-GYN).

Visit our website to learn more:
med.umkc.edu/odi/trainees.



DIVERSITY SUPER STARS

Ms. BreAnzhnai Wright and Mr. Keith Riley, Win-Win!

The Society for Human Resource Management (SHRM) defines leadership as: “Inspiring people to live the vision, mission and values of your organization and its community. Great leaders understand that their purpose is to shine the light on others.” They know that only then will the light reflect back on them. Win-Win!

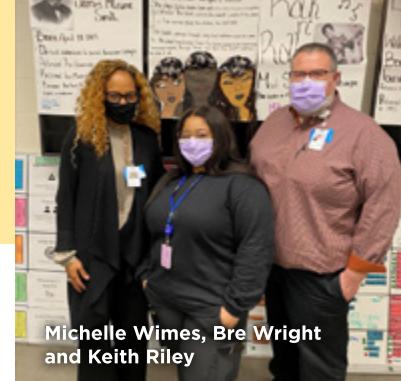
This winter, the extraordinary leadership for two Children’s Mercy employees shined a bright light on interconnectedness, what’s important, and the ability to lead with excellence. Meet BreAnzhnai (Bre) Wright, Supervisor, Materials Management and Keith Riley, Manager, Distribution Operations. Together they are simply a dynamic duo. As a team, Bre and Keith work alongside their amazing colleagues to determine the number of materials our organization needs, where they will be deployed, how they will be replenished, as well as an enormous amount of communication across the entire organization to keep other CM teams informed of day-to-day operations. Because this communication is extremely critical, Bre and Keith have developed a fantastic relationship founded on trust and confidence, investing time, and building bonds for more effective change and outcomes overall. Win-Win!

The investment was especially apparent when Bre approached Keith with an idea to host a Black History Month Tour in their department two years ago. The tour,

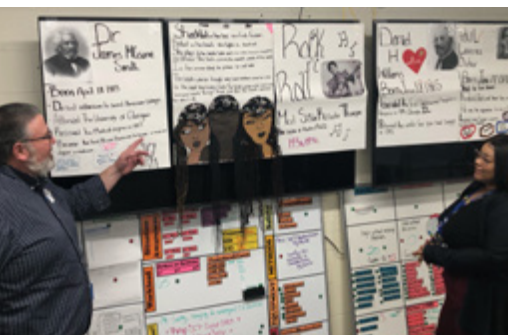
designed mostly by Bre and some of her colleagues, took visitors on an interesting journey into the lives and history of Black Americans. From Congresswoman Maxine Waters and civil rights activist Ruby Bridges to former President Barack Obama and media mogul Tyler Perry, every corner of the Distribution Department was marked with a canvas to share the history most have not been exposed to. Bre was our guide, the creator, the facilitator, the evidence of this great intersection of art and history. Keith was the leader to encourage, and appreciate contributions of ALL team members, while also making time to promote and support achievement, and high performance by exploring goals and future career aspirations. Win-Win!

The relationship that Bre and Keith have formed is unique, and likewise a beautiful example of the genesis created as a result of vulnerability, a desire to learn, grow and display courage in our spaces each day. Being an advocate for other people’s empowerment is the absolute right thing to do!

Interested in submitting someone you think is a Diversity Super Star? Email diversitynewsletter@cmh.edu with the name and a short description of the amazing work they are doing or honors they have received.



Michelle Wimes, Bre Wright and Keith Riley



“A BEAUTIFUL SOUL IS NEVER FORGOTTEN”

Sisters Corita Bussanmas and Berta Sailer co-founded Operation Breakthrough in 1971 and have spent most of their lives fighting for children and families facing adversity. Sister Corita Bussanmas, a faithful servant of God, passed away peacefully on Saturday, March 27, 2021. She was 87.

Please visit [this link](#) to read more about Sister Corita’s amazing life history and work with Operation Breakthrough in this NPR in Kansas City article.

Local artist Alexander Austin recently completed another one of his iconic murals, paying tribute to both Sister Corita Bussanmass and Sister Berta Sailor.



OPERATION
Breakthrough

EDUCATION CORNER

Equity and Diversity Education Series

Date: June 24, 2021

Topic: Unconscious Bias for Health Care Professionals

Time: 12-1 p.m.

[Register Here](#)

Date: July 22, 2021

Topic: Culture & Language: Engaging Families Through Health Literacy

Time: 12-1 p.m.

[Register Here](#)

Date: Aug. 26, 2021

Topic: The Impact of Micro-Messages in the Workplace

Time: 12-1 p.m.

[Register Here](#)



EDUCATION CORNER CONTINUED

Office of Faculty Development: Impact Curriculum

JUNE 2021

Wednesday, June 2, (12-1:30 p.m.), OFD Incubator: Diversity

Incubator Sessions were created to provide faculty dedicated, semi-structured time to think, design, innovate, research, or ask questions about the selected topic. During these sessions, faculty are encouraged to come with questions, sketch plans, receive feedback, and share ideas with curious listeners. This year, faculty can incubate ideas around the topics of research, education, advocacy and diversity. We're hopeful the opportunity to bring faculty together will get us a step closer to accomplishing our goal of building a strong faculty community with bright ideas.

Wednesday, June 16, (12-1 p.m.), OFD & OED Not-so-Journal Club: Trust, Risk, and Race in Medicine*

The Not-so-Journal club series aims to cultivate conversations that inspire personal and system change through examination of articles and other media that are particularly relevant to achieving equity in the health care environment.

Tuesday, June 24 (12-1 p.m.), OED Educational Series: Unconscious Bias for Health Care Professionals



JULY 2021

Wednesday, July 7 (12-1 p.m.)

OFD Micro-session: Navigating Change: Speedbumps, Potholes and Sharp Turns*

- Reflect on why change is necessary
- Discuss elements of successful change
- Analyze change management efforts that have been successful (or not)
- Check the Daily E-News for the registration link in July

Thursday, July 22 (12-1 p.m.)

OED Educational Series: Culture & Language: Engaging Families Through Health Literacy

Wednesday, July 28 (12-1 p.m.)

OFD Panel Discussion: Off the Beaten Path: Navigating Non-Linear Career Paths*

The FT-DEIC Gender Equity Subcommittee Faculty Discussion Series aims to foster faculty connections and support as we examine issues that are particularly relevant to the success and well-being of female faculty. Topics are selected from an intersectional framework, recognizing that multiple forms of inequity create overlapping disadvantage for individuals and groups.

*Children's Mercy is accredited by the Missouri State Medical Association to provide continuing medical education for physicians. Some of the activities above qualify for CME credit. Watch for specific course advertisements.

Additional development opportunities through June 2021 can be found listed here: **2020-2021 Office of Faculty Development Impact Series.**

CHiCoS RESEARCH GROUP

Congratulations to **Jodi Dickmeyer, MD**, and **Ryan Northup, MD**! Their **two abstracts from our CHiCoS Research Group** were accepted for presentation at the Pediatric Academic Societies (PAS) annual meeting in May.

Presentation #1: Where are they now? Spanish utilization and career direction of graduates of a pediatric bilingual continuity clinic

AUTHORS: Dickmeyer, Jodi J.; McAnany, Katelyn R.; Stone, Sarah E.; Cowden, John D.

The abstract was presented as a “Highlighted e-poster with Live Q&A”

Presentation #2: Spanish-speaking families’ perspectives on the acceptability and impact of culture and language coaching for bilingual residents

AUTHORS: Northup, Ryan M.1; Martinez, Francisco J.1; Cowden, John D.

The abstract was presented as an “e-Poster with Chat Q&A” as part of an on-demand virtual poster session available throughout the meeting and until January 2022.



Jodi Dickmeyer, MD



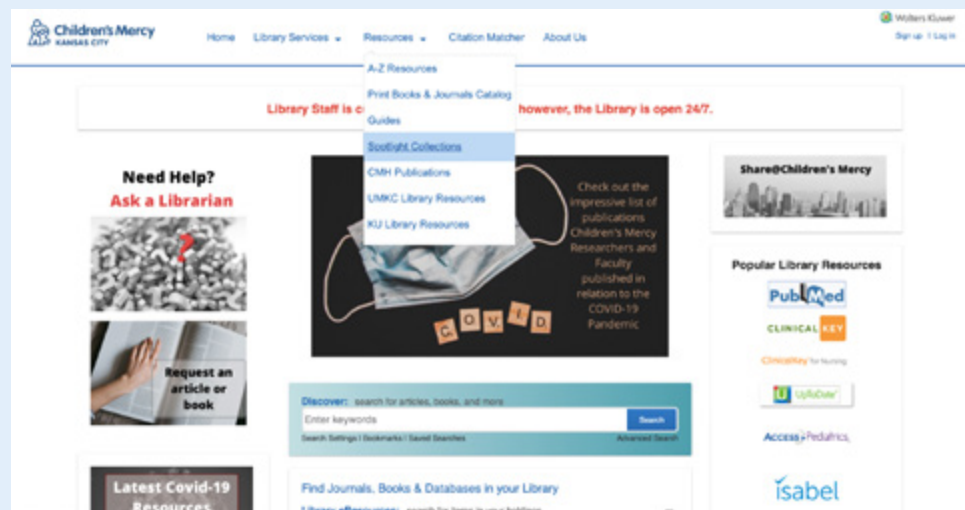
Ryan Northup, MD

LIBRARY SERVICES

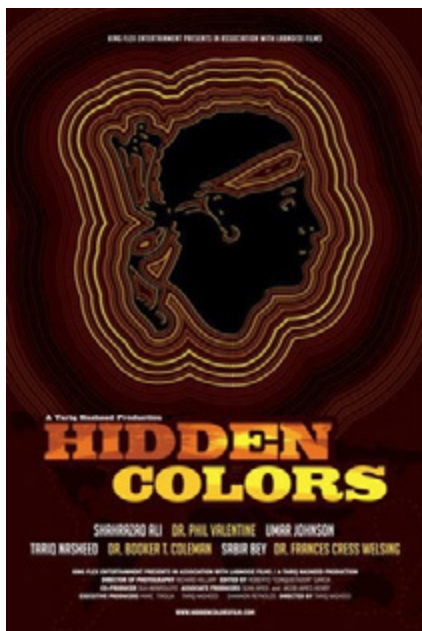
Library Services, in collaboration with the Chief Equity and Inclusion Officer, the Office of Equity and Diversity, the Bioethics Center and Graduate Medical Education, is excited to announce our **new Equity, Diversity and Inclusion collection**. The DEI collection is a dynamic collection of books, ebooks, articles, podcasts and more. It is our goal that it be used as a tool to increase everyone’s knowledge, understanding and awareness of DEI subjects while supporting the advancement of Children’s Mercy’s work in creating a culture of inclusion for staff, patients, families and beyond.

If you have recommendations for resources to add to the DEI collection, **let us know**.

To access the Library’s DEI Collection visit the **library’s new website** and select “Spotlight Collections” from the navigation bar.



WHAT WE'RE WATCHING



Hidden Colors: The Untold History of People of Aboriginal, Moor and African Descent

Hidden Colors is a documentary about the real and untold history of people of color around the globe. This film discusses some of the reasons the contributions of African and Aboriginal people have been left out of the pages of history. Traveling around the country, the film features scholars, historians, and social commentators who uncovered such amazing facts about things such as: the original image of Christ; the true story about the Moors; the original people of Asia; the great West African empires; the presence of Africans in America before Columbus; the real reason slavery was ended and much more.

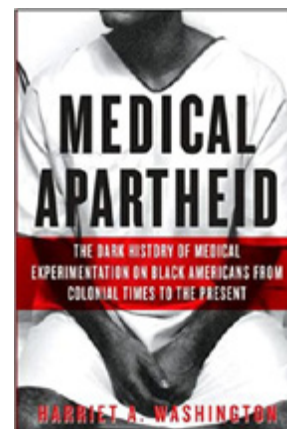
To learn more about Hidden Colors, please visit the film's official [website](#).

WHAT WE'RE READING

“Medical Apartheid” is the first full history of Black America’s mistreatment as unwilling experimental subjects at the hands of the medical establishment. No one concerned with issues of public health and racial justice can afford not to read this masterful book that will stir up both controversy and long-needed debate.

From the era of slavery to present day, this book details the ways both slaves and freedmen were used in hospitals for experiments conducted without their knowledge. It reveals how Blacks have historically been prey to grave-robbing as well as unauthorized autopsies and dissections. Moving into the 20th century, it shows how the pseudoscience of eugenics and social Darwinism were used to justify experimental exploitation and shoddy medical treatment of Blacks. Shocking new details about the government’s notorious Tuskegee experiment are revealed and less well-known medical atrocities conducted by the government, army and prisons.

This text reveals the hidden underbelly of scientific research and makes an understanding of the roots of the African American health deficit possible. At last, it provides the fullest possible context for comprehending the behavioral fallout that has caused Black Americans to view researchers—and indeed the whole medical establishment—with such deep distrust.



SUBMITTING TO THE DEI DIGEST

Do you have a story to share or an outstanding staff member to nominate? Know of a book that you think should be included in our newsletter? Has your unit or department worked to improve and promote equity, diversity and inclusion in your area?

We want to know!

Or, if you have a question, contact us at oed@cmh.edu.

Interested in sharing your stories? Email diversitynewsletter@cmh.edu.

