Office of Diversity Equity and Inclusion

Ensuring that the CCOM cultivates an environment of inclusion where all individuals are welcomed and respected
Who we are?

Janet Niebuhr
Program and Operations Coordinator

Nicole Del Castillo, MD, MPH
Director

Denise Martinez, MD
Associate Dean

David Moser, PhD
Director of Educational Outreach

Monique Galpin
Administrative Services Coordinator for SHPEP and Community Outreach
As new faculty...

- You serve, teach, and work with increasingly diverse populations
- If you work with patients…
  - You will need to understand basics of culturally responsive care and application to practice
  - You will need to identify challenges associated with the delivery of culturally responsive care
Trainings offered by DEI office

- Implicit Bias
- Bystander intervention
- Cultural Competence and Culturally Responsive Care
- Sexual Orientation and Gender Identity (SOGI) training

Special Requests can be sent to: medicine-diversity@uiowa.edu
The National Center for Faculty Development and Diversity (NCFDD) is an independent faculty development center dedicated to supporting academics in making successful transitions throughout their careers.

The NCFDD Institutional Membership offers numerous benefits to UI faculty, staff, postdoctoral scholars, and students. They focus on four key areas that help those in Academia achieve extraordinary writing and research productivity while maintaining a full and healthy life off campus.

1. Strategic Planning
2. Explosive Productivity
3. Healthy Relationships
4. Work-Life Balance
To activate a UI-sponsored Individual Membership in the NCFDD:

1. Go to the National Center for Faculty Development and Diversity website. ([https://www.facultydiversity.org/join](https://www.facultydiversity.org/join))

2. Select the select institution

If you have technical questions or concerns, contact the NCFDD Institutional Membership, [InstitutionalMembership@FacultyDiversity.org](mailto:InstitutionalMembership@FacultyDiversity.org)

For information about UI’s Institutional membership, please contact Janet Niebuhr, Email: [medicine-diversity@uiowa.edu](mailto:medicine-diversity@uiowa.edu) | Phone: 319.384.2953
OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Faculty Trainings through the National Coalition Building Institute

NCBI programs enable leaders to develop skills in areas of

- Prejudice reduction
- Violence prevention
- Conflict resolution
- Coalition building
University of Iowa Health Care LGBTQ+ OutList

- The UI Health Care LGBTQ+ OutList is a voluntary and public listing of members of our health care community who identify as LGBTQ+.
- LGBTQ+ identified community members’ names, affiliations, and e-mail addresses will be provided. There is an option to list specific gender identity, sexual identity, and/or pronouns.
- The OutList serves as a resource for faculty, staff, resident/fellow, post-docs, and students.
- The OutList was created to foster an inclusive community and to provide members of the LGBTQ+ community with informal networking and mentoring opportunities.
University of Iowa Health Care LGBTQ+ OutList

The UI Health Care LGBTQ+ OutList is a public and voluntary listing of members of our health care community who identify as LGBTQ+. The OutList serves as a resource for faculty, staff, housestaff, post-docs, and students. The OutList was created to foster an inclusive community, and to provide members of the LGBTQ+ community with informal networking and mentoring opportunities. Current, future, or prospective UI Health Care community members may contact people on the OutList to connect or to ask questions.

If you would like to be removed the OutList please contact us at medicine-diversity@uiowa.edu.

Want to be listed on the Outlist?

View Outlist Submission Form

www.medicine.uiowa.edu/diversity/outlist
University of Iowa Health Care hopes to train faculty and help health-care workers and personnel provide care that is responsive to patients from varying backgrounds.
Today's healthcare professionals are seeing a growing number of patients with diverse cultural backgrounds, and understanding their particular needs is critical.

CultureVision™ is a comprehensive web-based database that enables healthcare professionals and facilities to provide culturally competent patient care for over 60 groups, on topics including:

- Concept of Health
- Beliefs, Religion & Spirituality
- Language & Communication
- Family Traditions
- Health Promotion/Disease Prevention
- Diet & Nutrition
- Illness-Related Issues
- Treatment Issues
- Labor, Birth & Aftercare
- Death & Dying
- Gender Roles
**Ethnic Groups:** Afghan, African American, American Indian, Anglo/Euro American, Arab, Argentinean, Asian Indian, Bhutanese, Bosnian, Brazilian, Cambodian, Caribbean/West Indian, Central American, Chinese, Congolese, Cuban, Ethiopian/Eritrean, Filipino, Ghanaian, Greek, Haitian, Hmong/Laotian, Iranian, Iraqi, Italian, Japanese, Korean, Latino, Liberian, Mexican, Native HI/Pacific Islander, Nepali, Nigerian, Pakistani, Polish, Portuguese, Puerto Rican, Roma/Gypsy, Russian, Somali, Sudanese, Thai, Ukrainian, Vietnamese, White Non-Hispanic

**Religious Groups:** Amish, Atheism or Non-Religious, Baha’i, Buddhism, Christian Science, Christianity, Confucianism, Hinduism, Islam, Jehovah’s Witnesses, Judaism, Paganism, Sikhism, Taoism

**Additional Communities:** Blind/Low Vision, Deaf/Hard of Hearing, Elderly, Homeless, Intersex, Intimate Partner Violence, LGBTQ2, Military Families, Obesity/Overweight, Physical Disability, Refugees and Torture Survivors, Veterans/Military
How to access Culture Vision?

- The Point
- The Loop
- EPIC
- Remote Access
- Clinical Stations

http://www.crculturevision.com/

Username: UIOWA
Password: medicine1
Best Employers for Diversity

Forbes ranked UI Health Care as one of the “Best Employers for Diversity”
LGBTQ Health Care Equality Top Performer

- In 2019, for the 7th year in a row, UI Health Care was recognized as a top performer in LGBTQ Health Care Equality by the Human Rights Campaign.

- This Index is the national LGBTQ benchmarking tool that evaluates healthcare facilities' policies and practices related to the equity and inclusion of their LGBTQ patients, visitors and employees.
Save the Date

- **Black Women’s Maternal Health Conference**
  - Friday April 17, 2020 – 8am -4pm
  - DoubleTree by Hilton Cedar Rapids Convention Complex

- **Culturally Responsive Care Conference**
  - Thursday, June 4, 2020 7:15 AM - 4:30 PM
  - College of Public Health
Where/How To Reach Us

Office of Diversity Equity and Inclusion
College of Medicine Administration Building
200 CMAB
1-319-384-2952

medicine-diversity@uiowa.edu

www.medicine.uiowa.edu/diversity