

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

National Center for Faculty Development and Diversity Institutional Membership



National Center for Faculty Development & Diversity

- 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:



**National Center for Faculty
Development & Diversity**

1. Go to the National Center for Faculty Development and Diversity website. (<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

For information about UI's Institutional membership, please contact **Janet Niebuhr**,
Email: medicine-diversity@uiowa.edu | Phone: 319.384.2953

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](#)

Gender	University Affiliation	Last Name		
- Any -	- Any -		Apply	Reset

www.medicine.uiowa.edu/diversity/outlist

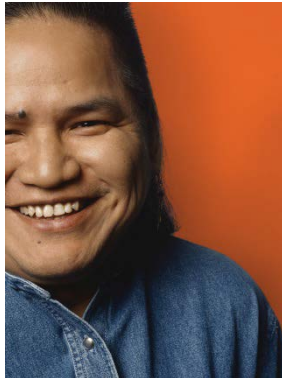
University of Iowa
Health Care hopes to
**train faculty and
help health-care
workers and
personnel provide
care that is
responsive to
patients from
varying
backgrounds.**





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:



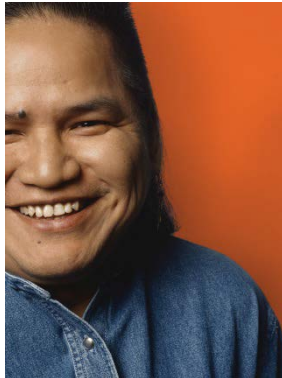
- *Concept of Health*
- *Beliefs, Religion & Spirituality*
- *Language & Communication*
- *Family Traditions*
- *Health Promotion/Disease Prevention*
- *Diet & Nutrition*
- *Illness-Related Issues*
- *Treatment Issues*
- *Labor, Birth & Aftercare*
- *Death & Dying*
- *Gender Roles*



*On-the-spot access to
culturally competent patient care*



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”

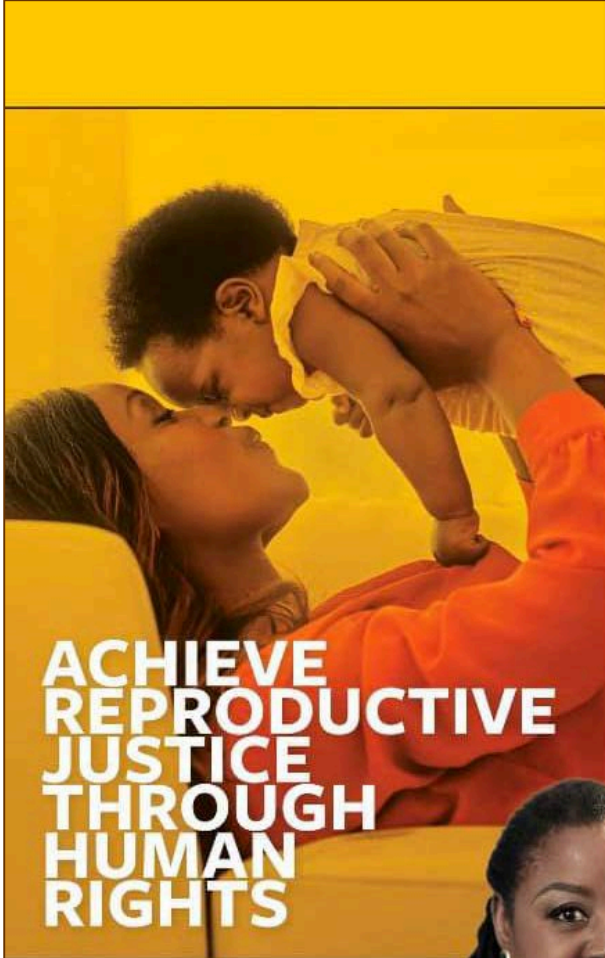
LGBTQ Health Care Equality Top Performer

- 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







Did you know that in Iowa, black women are **6 TIMES MORE LIKELY** to experience a maternal death than white women?

Please join us for:

BLACK WOMEN'S MATERNAL HEALTH CONFERENCE

FRIDAY, APRIL 17, 2020
8 A.M. TO 5 P.M.
DOUBLETREE BY HILTON HOTEL
CEDAR RAPIDS

KEYNOTE SPEAKER:
LORETTA J. ROSS, PHD "H.C."
Visiting Associate Professor, Program for the
Study of Women and Gender
Smith College
Lorossta Consulting LLC



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