Office of Diversity, Equity, and Inclusion

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Definition of Diversity:

In the CCOM, we are mindful of all aspects of human differences and define diversity in the broadest sense to mean inclusion of all persons, regardless of ethnic and racial background, gender, gender identity, sexual orientation, religious beliefs, ability, language, citizenship status, age, veteran status, socio-economic status, and other attributes, who contribute to a welcoming, inclusive culture across the enterprise.

How we support faculty

- Welcome and community-building events
- Career coaching and professional development activities
- Diversity and inclusion educational programs

Did you know that…….

- The University of Iowa was the first institution to admit men and women on an equal basis (1855)
- *Hispanic Outlook* ranks The University of Iowa among the top 100 institutions awarding doctoral degrees to Latino students
- University of Iowa Heath Care has been recognized by the Human Rights Campaign as a leader in health care equality for serving the health-care needs of the LGBTQ community
- Forbes ranked UI Health Care as one of the "Best Employers for Diversity"
- UI was the first university with a program to rehabilitate children with disabilities
- UI was the first Big Ten institution to promote an African American to an administrative vice president's position (Dr. Philip Hubbard,1966),
- UI was the first state-university to officially recognize the Gay, Lesbian, Bisexual, Transgender, and Allied Union (1970)
- When the medical school opened in 1870, the first class of 37 students included 8 women making it America's first co-ed medical school.

DEI Trainings

- 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

FACULTY RESOURCES

National Coalition Building Institute

NCBI programs enable leaders to develop skills in areas of

- Prejudice reduction
- Violence prevention
- Conflict resolution
- Coalition building

Upcoming Events:
February 20 – NCBI: Conflict and Controversial Issues
March 11 – NCBI: Building Effective Relationships Across Difference
April 14 – NCBI: Conflict and Controversial Issues

More information can be found at:
diversity-resources@uiowa.edu

University of Iowa Health Care LGBTQ+ OutList

www.medicine.uiowa.edu/diversity/outlist

The UI Health Care LGBTQ+ OutList is a voluntary and public listing of members of our health care community who identify as LGBTQ+. 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.

National Center for Faculty Development & Diversity

National Center for Faculty Development and Diversity Institutional Membership

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

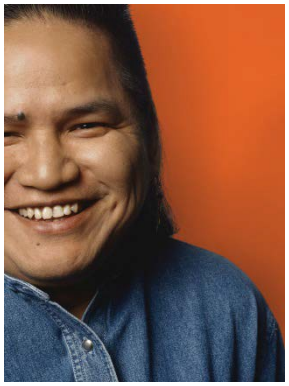
To activate NCFDD Tele-workshops and Resources

1) **UI-sponsored Individual Membership -** 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

CultureVision™

On-the-spot access to culturally competent patient care



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

Where to Access CultureVision™:

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

Additional Resources:

Questions? Email medicine-diversity@uiowa.edu

Need Access outside of work?

- Website: http://www.crculturevision.com/
- Username: UIOWA
- Password: medicine1