



THE UNIVERSITY OF ARIZONA
COLLEGE OF MEDICINE PHOENIX

Equity, Diversity
& Inclusion

INCLUSIVE EXCELLENCE

Equity, Diversity & Inclusion Report

2020





WELCOME

EQUITY, DIVERSITY AND INCLUSION

In a historically challenging time, this Inclusive Excellence Report celebrates the efforts made by our College and partners to foster equity, diversity and inclusion. The onset of the COVID-19 pandemic in 2020 created upheaval for society that forced everyone to halt or change their ordinary activities of work, school and other commitments. The pandemic disproportionately impacted the elderly and communities of color where Black, Latinx and Native populations saw higher rates of infection, hospitalization and death from COVID-19.

Compounding this pandemic was the explosion of racial tensions following the killing of George Floyd and others. A national wave of outcry and demands for reform of our institutions swept the country. There was a call for accountability and change. The College of Medicine–Phoenix was no exception. Our community came together to listen, engage in dialogue and take action toward dismantling the systemic racism in medicine.

It is clear that the work of fostering equity, diversity and inclusion is ever important. Fortunately, the College of Medicine–Phoenix is well positioned to respond to the needs brought on by the double pandemic of COVID-19 and racism. Training the next generation of physicians to provide care to communities through a lens of health equity and anti-racism practices is an important step in the right direction, and one we are actively seeking.

In the midst of the pain and struggle there is hope. Hope that comes from our community engaging in deep listening. Hope that comes from dialogue that before was left unspoken. Hope from working together toward the better living of our values. This is the work of equity, diversity and inclusion that we are committed to work tirelessly toward.

Sincerely,



Francisco Lucio | JD
Associate Dean, Equity,
Diversity and Inclusion



Guy Reed | MD, MS
Dean

STRATEGIC PLAN PROGRESS

DIMENSIONS OF DIVERSITY

60% OF THE CLASS MEETS ONE OR MORE DIMENSIONS

UNDERREPRESENTED
IN MEDICINE



SOCIOECONOMIC

EDUCATION

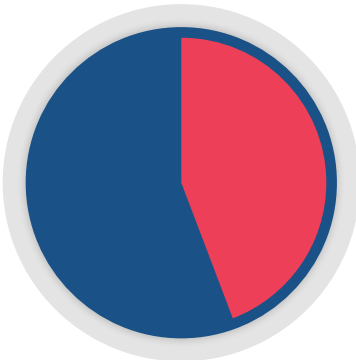


RURAL
UPBRINGING

Some matriculated students are captured in more than one dimension.

CLASS COMPOSITION

57%
FEMALE



43%
MALE

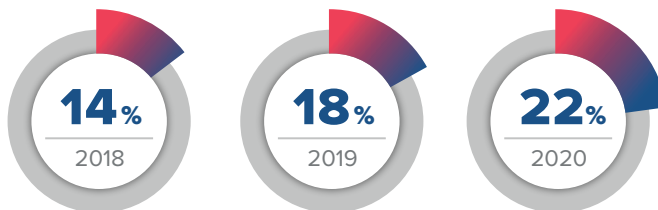
STRATEGIC PLAN PROGRESS

OUTREACH & RECRUITMENT

Target Populations

Partnering with Admissions and Recruitment, the Office of Equity, Diversity and Inclusion represents the College at various underrepresented student recruitment events and contributes to the application process.

We engage with prospective students by sharing the College's culture and dedication to diversity.



UNDERREPRESENTED STUDENTS ACCEPTED



Admissions Integration

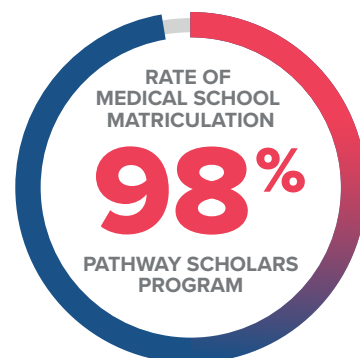
Collaborating with Admissions and Recruitment, OEDI integrates seamlessly throughout the recruitment process.

These strategies include active outreach and recruitment, student advising screening of applications, meeting applicants during interview day and participating with Second Look.

Pipeline Programs

Building a pipeline for underrepresented students, the Pathway Scholars Program is our College's flagship program. Each year this master's degree program prepares a cohort of 10 students (we admit one cohort per year) for medical school and creates a more diverse pool of outstanding candidates.

Other initiatives include Mobile Medical School Program, Connect2Mentor, Cardiology Academy and Medical Students Tutoring Elementary Students.



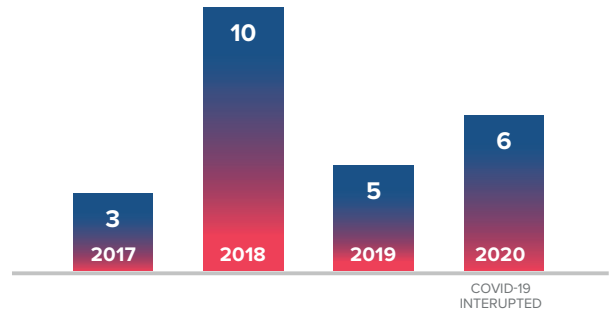
STRATEGIC PLAN PROGRESS

FACULTY

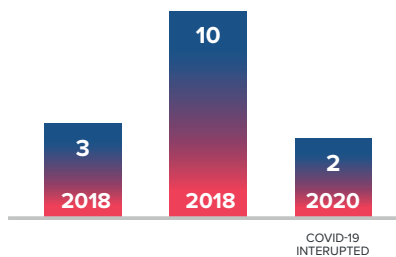
RETENTION & CAREER DEVELOPMENT

Professional Development

Sponsored underrepresented and women faculty to attend the AAMC Professional Development Minority and Women Faculty Leadership seminars to promote career advancement and retention.



TRAINING SESSIONS



Inclusive Excellence Champions

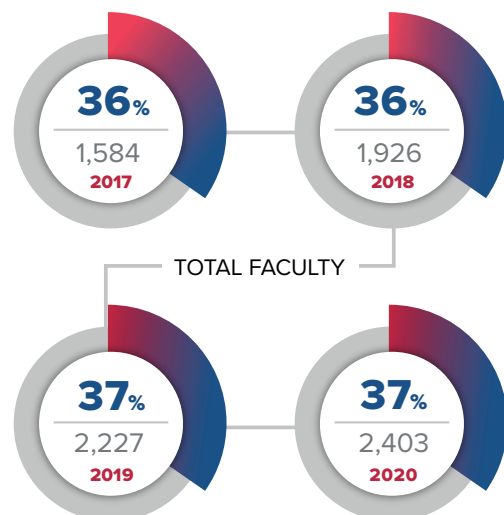
Inspired and trained department leaders to become Inclusive Excellence Champions. These leaders will identify, facilitate and execute diversity and inclusion topics or initiatives related to clinical care, medical education, research or department culture and climate through the College and clinical partners.

Women in Medicine and Science

Supported the advancement of women faculty through the Women in Medicine and Science initiative, which offers advocacy, mentoring, networking and leadership development.

Activities include book discussions, networking opportunities and sponsored attendance at seminars, conferences and workshops.*

*American Association of Medical Colleges (AAMC) Minority Faculty Leadership Development Seminar
AAMC Group on Women in Medicine Conferences | Grant Writing Workshops | Media Training Workshop



STRATEGIC PLAN PROGRESS

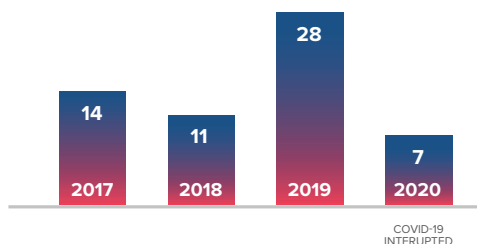
STUDENT

RETENTION & CAREER DEVELOPMENT

Conference Attendance

Invested in students' development and career success by promoting and sponsoring opportunities for students to attend national conferences* dedicated to supporting diverse populations.

AS NATIONAL CONFERENCES SHIFT TO A VIRTUAL FORMAT, COSTS WILL DECREASE, ALLOWING MORE STUDENTS TO ATTEND.



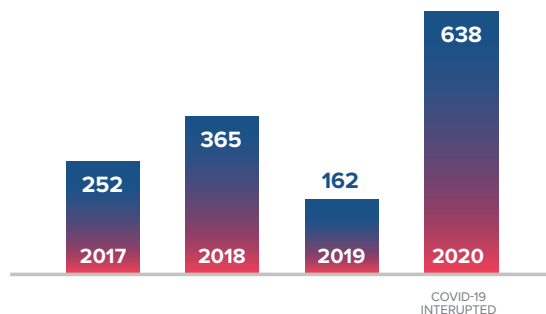
American Medical Womens Associations National Conference | American Muslims Health Professionals Conference | Arizona Health Equity Conference | Asian Pacific American Medical Student Association National Conference | Association of American Indian Physicians Cross Cultural Medicine Workshop | Latino Medical Student Association Policy Summit | Latino Medical Student Association Regional and National Conferences | LGBT Health Workforce Conference | Medical Students for Choice Conference on Family Planning | Remedy West Medical Missions Conference | Student National Medical Association Regional and National Conferences

Education, Training and Research

Partnered with Academic Affairs and a number of hospital affiliate partners to integrate equity, diversity and inclusion training in medical education.

13 Customized Training Sessions including, microaggressions, LGBTQ+, suicide prevention and passionate care have been developed and made available.

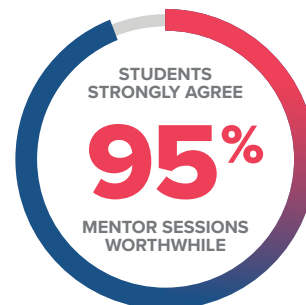
TRAINING ATTENDANCE STUDENT, RESIDENTS AND FELLOWS



Fellowship & Mentor Program

Created the Fellowship & Mentor Program to support career counseling and promote professional and personal growth.

As of 2020, it has attracted **68 students** and **20 mentors**.



Awards and Distinctions

College Honored with **National Excellence in Diversity Award** Two Years in a Row

The College has received the 2019 and 2020 Health Professions Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine, the oldest and largest diversity-focused publication in higher education. The HEED award recognizes U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.



Amelia Gallitano, MD, PhD

Founding Faculty Member, Dr. Amelia Gallitano Named Among **“Outstanding Women in Business”**

Amelia Gallitano, MD, PhD, tenured professor and director of Women in Medicine and Science, was awarded the Outstanding Woman in Business Award from the *Phoenix Business Journal* for her community leadership and professional achievements.

Dr. Gallitano studies how genetics and environmental stress affect the development of illnesses such as schizophrenia and mood disorders.

Education Specialist, Cammy Bellis Honored with **Health Professional Leadership Award**

Cammy Bellis, MEd, education and training specialist in the Office of Equity, Diversity and Inclusion was recognized for her work to enhance the understanding and value of diversity in health care.

Bellis was honored with the Building the Next Generation of Academic Physicians (BNGAP) Health Professional Leadership Award. The award recognizes individuals that work in a health-related profession and have led activities to promote the development of a diverse pre-faculty workforce.

The award signifies the impact she has made to expand understanding of LGBTQ+ health

Through collaborations and partnerships, she has created trainings solely focused on transgender-affirming health, and brought them to student, staff, faculty, residents, post-docs and community members.

She also led the creation of University of Arizona College of Medicine – Phoenix’s Spectrum faculty and staff group and has **trained more than 900 people** on LGBTQ+ health from a variety of populations, including LGBTQ+ veterans, primary care, those that are undocumented and youth, to name a few.



*Cammy Bellis , MEd
Specialist, Education and Training*



Pathway Scholars Program Chosen for **Academic Program Award**

The Pathway Scholars Program, led by director Maria Manriquez-Sanchez, MD, was chosen for the University of Arizona Peter W. Likins Inclusive Excellence Award. The program provides academic, social and mentoring support to students from undeserved and diverse populations with the goal of helping them matriculate into medical school. Participants also graduate from the program with a Master of Medical Studies degree.

The program has helped 39 of its 40 participants enter medical school, a **success rate of nearly 98 percent**. In 2019, the program’s 10 participants completed the program and matriculated into the College of Medicine – Phoenix’s Class of 2023.

Office of Equity, Diversity and Inclusion Director, Sonji Muhammad, selected for the **University of Arizona Inclusive Leadership Cohort Certificate program**



*Sonji Muhammad, MA
Director*

The Inclusive Leadership Program, managed by the University of Arizona's Office of the Provost, the Office of Inclusion and Multicultural Engagement and the Office of Leadership & Organizational Development is designed to meet a growing demand for leadership development opportunities. The certificate program is meant to provide leadership-training opportunities to employees who want to focus on inclusion. Ms. Muhammad was one of 19 employees from the inaugural group of participants.

Francisco Lucio Awarded Latino Medical Student Association **Western Region Faculty Advisor Award**



*Francisco Lucio, JD
Associate Dean*

The Latino Medical Student Association Western Region Faculty Advisor awarded Associate Dean Francisco Lucio, JD for his support and contributions to Latino medical student and community issues. He was also selected and completed the Association of American Medical Colleges 2019 Healthcare Executive Diversity and Inclusion Certificate program.

Dr. Ricardo Correa named among **100 Inspiring Hispanic/Latinx Scientists in America**

Ricardo Correa, MD, EdD, program director, Endocrinology, Diabetes and Metabolism Fellowship, diversity director for Graduate Medical Education, assistant professor, Internal Medicine, chair, Diversity and Inclusion subcommittee with the UArizona College of Medicine—Phoenix and Phoenix VA, was named one of 100 inspiring Hispanic/Latinx Scientists in America by *Cell Mentor*.

The list—selected based on scholarly achievements, mentoring excellence and commitment to equity, diversity, and inclusion—is comprised of scientific role models in the community. Dr. Correa was highlighted for his multiple academic, scientific and education activities. Some include publishing more than 30 papers in peer review journals, one NIH grant and participation in multiple scientific journal editorial committees. Also, he is a consultant for a few Latin American science centers; is board certified in Medical Quality, the author of the book title “Case Report: basics and publication” and diversity director of Graduate Medical Education where he works to increase a diverse pool of incoming residents.

Dr. Correa was selected to participate in the Health Disparities Research Institute hosted by the National Institute on Minority Health and Health Disparities.



Ricardo Correa, MD

Community Outreach

Students start K-8 Free Virtual Resources

As part of the COVID-19 Student Service Corps at the UArizona College of Medicine – Phoenix, students have compiled a virtual repository of free to low-cost, science, technology, engineering, art and mathematics (S.T.E.A.M.) resources for K-8 students. The resources for K-8 students are located [online](#).

The project was coordinated by Class of 2022 medical student volunteers, Kristina Yancey, Merrion Dawson and Claire Gryson at the UArizona College of Medicine – Phoenix. Medical students are eager to give back to children in our community whose education has been impacted by the COVID-19 pandemic.

On the website, students, parents and educators can find free resources to support S.T.E.A.M. education for K-8 children as well as the opportunity to participate in free virtual tutoring with current medical students who have undergone extensive background checks and possess Level 1 Fingerprint Clearance Cards from the State of Arizona. These volunteers have researched the curriculum standards for the state of Arizona and provided grade-appropriate resources that can help students prepare for the next school year.



Student Migrant Health Interest Group

The Migrant Health Interest Group (MHIG) organizes opportunities available to all students of the college to learn and gain experience related to migrant health and the role of physicians in mitigating the migrant crisis here in Arizona, along the U.S. – Mexico border, and abroad. Their goals are to partner with clinician networks on the U.S. – Mexico border for educational resources and volunteer opportunities and to gain clinical experience in migrant crisis centers and federal immigrant detention facilities in Arizona and other border states.

With the support of Physicians for Human Rights (PHR) National Student Program, students attend conferences to provide legal-medical documentation for asylum seekers and refugees, to train in trauma-informed care, and to learn about the specific health problems that affect this population through educational events, networking, and by gaining first-hand experience as medical volunteers.

MHIG's accomplishments in the 2019-2020 academic year include sending students to the PHR Asylum Evaluation Training conference held by the University of Arizona College



of Medicine – Tucson and The Arizona Asylum Network.

In November 2018, MHIG organized a service-learning trip over Thanksgiving weekend to Tijuana, Mexico with the Refugee Health Alliance (RHA) to further its mission of “gaining first-hand experience as medical volunteers” in the area of migrant health. Currently in Tijuana, thousands of asylum seekers are living in refugee camps or on the streets without adequate clothing, shelter, or medical care, and with little to no services in place to support them.

With the financial support of UArizona College of Medicine – Phoenix Latino Medical Student Association, Arizona Latino-Medical Association, and the Medical Student Government at the College as well as private donors, MHIG sent 10 students,

three university-affiliated faculty or staff physicians, and one interpreter to volunteer with RHA's mobile clinic in January 2020. During the trip, medical students saw patients and presented to the faculty preceptors at three of Tijuana's refugee shelters.

MHIG also sponsored a medical supply drive and collected thousands of dollars of much-needed medication, hygiene products, sexual health items, and other medical supplies.

Currently, MHIG is working to expand opportunities for students with PHR to work with local immigration lawyers to write letters on behalf of asylum seekers in ICE detention facilities who are especially vulnerable to contracting COVID-19 or especially vulnerable to complications of illness.

UArizona College of Medicine – Phoenix hosts its first Irene H. Bailey Cardiology Academy

The Office of Equity, Diversity and Inclusion held the inaugural Irene H. Bailey Cardiology Academy at UArizona College of Medicine – Phoenix March 9 through March 12. Fifteen high school students, one from as far away as New Mexico, came for the opportunity to learn more about being heart healthy through diet and exercise. They explored career choices in the fields of science and medicine by developing mentor relationships with health professionals and medical students.

A roster of cardiologists and other health professionals engaged with students in hands-on activities that included dissection of a pig heart,

blocked arteries workshop, cardiac rehabilitation with a patient session and an echocardiogram workshop. In addition, students had one-on-one interactions with medical student mentors from the College. They also practiced healthy habits by participating in daily yoga sessions.

The academy was funded by the Red Dress Cocktail Party and Fashion Show and supported by the Central Arizona Area Health Education Center. Maria Bailey Benson created the charity to raise awareness of heart disease in women, and the program is named in memory of her mother, who was 53 when she suddenly passed away from undiagnosed heart disease.

Connect2 Mentors

Twenty Phoenix area high school students were invited to attend a one-day experience with a health sciences mentor January 18, 2020. The Connect2Mentors program was created by UArizona College of Medicine – Phoenix in conjunction with Connect2STEM. In 2020, the mentor program was hosted by the College's OEDI, funded by UAHS Office of Diversity and Inclusion's Arizona Health Opportunities Pathways to Excellence grant and supported by the Arizona Alliance for Community Health Centers.

The volunteer mentors from the various disciplines on the Phoenix Biomedical Campus, were UArizona College of Medicine – Phoenix medical students, UArizona Nursing, Pharmacy and Mel and Enid Zuckerman College of Public Health. The high school students and mentors participated in speed networking, medical escape room activity and writing a personal statement session.

COVID-19

The Office of Diversity and Inclusion has compiled a list of resources for our Spanish speaking population as well as our other diverse communities. The resources are located on our webpage at phoenixmed.arizona.edu/diversity/resources.



Faculty & Staff

Campus Comes Together to Create Resource Groups

LGBTQIAx and Black, African-American, Caribbean-American (BAAC) Employee and Faculty Resource Groups formed as additional campus support.

In December 2019, Spectrum, a new employee resource group was created. This group’s mission is to build, support and sustain a safe, accepting, inclusive and respectful environment for the LGBTQIAx community and allies of the Phoenix Biomedical Campus.

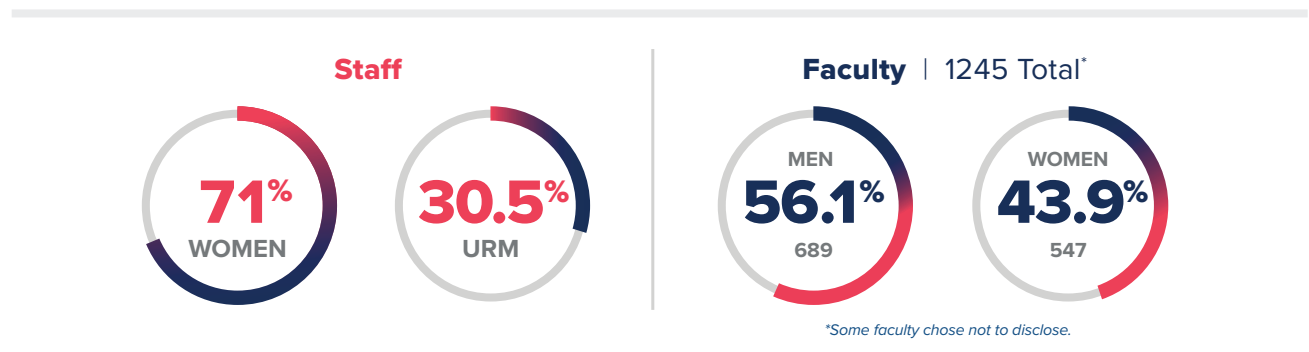
Spectrum is a safe and friendly space for all individuals, regardless of social status. Participation is available to everyone; however, they recognize that inequality exists everywhere, even in social justice spaces. For that reason, the group affirms an intersectional model of participation, wherein all participants agree to lessen the

negative effects of oppression, particularly on people in the LGBTQIAx community.

The group has met monthly in-person and via Zoom. They have enjoyed the opportunities to eat, laugh and get to know each other. The group also shares upcoming events in the community, as well as ways to advocate for change and how upcoming legislative actions can affect the community and their well-being.

In June 2020, the Black, African-American, Caribbean-American (BAAC) Faculty and Staff Resource Group was created. The group’s

mission is to be a collective voice for BAAC staff and faculty in supporting the community on campus, promoting and encouraging advancement, leading and networking for BAAC faculty and staff in all roles within the Phoenix Biomedical Campus. The group meets monthly to encourage connection, service and community activism of BAAC individuals. Group members met with Guy Reed, MD, MS, dean of the UArizona College of Medicine–Phoenix, to discuss key issues that affect the BAAC faculty and staff and suggestions. Future initiatives include community outreach, guest speakers and social events.



Women in Medicine and Science National Women Thought Leaders in Academic Medicine Symposium



Roughly half of medical and biological sciences doctoral students in the U.S. are female, yet only 37 percent advance to medical school faculty. While 30 percent of male full-time faculty are full professors, only 13 percent of female full-time faculty advance to this highest level.

The UArizona College of Medicine – Phoenix, along with the Women in Medicine and Science (WIMS) group, is dedicated to promoting the advancement, leadership and success of women faculty in all roles within academic medicine and science. The goal is to create a supportive and instructive network to promote women physicians and scientists into leadership positions and mentor others who hope to pursue careers in medicine or science.

November 8, 2019, the National Women Thought Leaders in Academic Medicine met on the Phoenix Biomedical Campus to share insights on fostering a thriving WIMS program.

Host of BNGAP Awards Ceremony and Gala

The College of Medicine – Phoenix OEDI hosted the Building the Next Generation of Academic Physicians (BNGAP) conference January 30 through February 1, 2020. The conference celebrated the creation, journey and leadership of BNGAP and the collective on-going, systemic and evidence-based efforts to better prepare the upstream pipeline of diverse trainees to serve as our future academic medicine workforce.

More than 150 people attended various workshops and sessions presented by David A. Acosta, MD, chief diversity and inclusion officer for the AAMC, William McDade, MD, PhD, chief diversity and inclusion officer of the Accreditation Council for Graduate Medical Education and other notable academic institution scholars. A range of topics were presented during the two days: Faculty Perspectives on Academic Medical Success, National Medical Student Organizations’ Perspectives and Efforts Towards Pre-Faculty Development, Building Diverse Pathways and more.



Education

Grand Rounds

OEDI facilitated trainings and grand rounds on Racism in Medicine; Prevention, Treatment and Monitoring of Transgender Patients; Cultural Humility and others to Banner – University Medical Center Phoenix, Phoenix VA Health Care System, HonorHealth, Barrow Neurological Institute and Creighton University

TRAINING SESSIONS



SESSIONS IN 2020



PARTICIPANTS

Health Equity Theme

On August 11, the Curriculum Committee approved the name change from Cultural Competency to **Health Equity**. This change and reimagined global theme objectives signal a shift in the curriculum to focus on health equity, preparing our students to recognize and address systemic barriers to care and advocate for patients to achieve their full health potential, something that continues to remain out of reach for vulnerable and marginalized groups.



Leadership, Staff and Advisory

DIVERSITY LEADERSHIP COUNCIL

Guy Reed, MD, MS

Dean, College of Medicine – Phoenix

Steven A. Lieberman, MD, FACP

Senior Associate Dean, Academic Affairs

Judy Apostolik

Assistant Dean, Finance

Glen Fogerty, PhD, MBA

Associate Dean, Admissions and Recruitment

Rayna Gonzales, PhD

Associate Professor, Basic Medical Science

Lisa Shah-Patel, MD

Interim Associate Dean, Student Affairs

Guadalupe Federico, PhD

Assistant Dean, Faculty Affairs and Career Development

Allison Otu, MBA

Executive Director, Corporate and Community
Relations in the Office of Communications at
University of Arizona Health Sciences

OFFICE OF EQUITY, DIVERSITY AND INCLUSION STAFF

Francisco Lucio, JD

Associate Dean

Sonji Muhammad, MA

Director

Cammy Bellis, MEd

Specialist, Education and Training

Co-Director, Health Equity Longitudinal Curricular Theme

Julie Parrish

Administrative Associate

Amelia Gallitano, MD, PhD

Professor, Psychiatry, Basic Medical Sciences

Director, Women in Medicine and Science

Ricardo Correa, MD, EdD

Assistant Professor, Internal Medicine

Diversity Director, Graduate Medical Education

Chair, Diversity and Inclusion Subcommittee

Program Director, Endocrinology, Diabetes
and Metabolism Fellowship

DIVERSITY COMMITTEE

Francisco Lucio, JD

*Associate Dean, Office of Equity,
Diversity and Inclusion
Chair, Diversity Committee*

Sonji Muhammad, MA

*Director, Office of Equity,
Diversity and Inclusion
Co-chair, Diversity Committee*

Faculty

Jonathan Cartsonis, MD

Director, Rural Health Professions Program

Ricardo Correa, MD

Program Director, Endocrinology,
Diabetes and Metabolism Fellowship

Evan Garofalo, PhD

Clinical Anatomy Block Director and
Assistant Professor, Basic Medical Sciences

Maria Manriquez-Sanchez, MD

Director, Pipeline Admissions Program

Linda Nelson, MD, PhD

Block Director, Reproduction, Endocrine
and Behavior through the Lifespan

Cynthia Funes, PhD

Clinical Neuropsychologist, Banner –
University Medical Center Phoenix

Nancy Alvarez, PharmD, BCPS

Associate Dean, University of Arizona
College of Pharmacy

Staff

Amy Boise

Simulations Operator, Center
for Simulation and Innovation

Dude Coudret, EdD, MSED

Director, Student Development

Jenna Delbalso

Program Manager, Faculty Affairs

Mary Driessen

Director of Operations, Academic Affairs

Octavio Duarte, MBA

Executive Recruiter, Faculty Affairs
and Career Development

Stephanie Halstead, MAdmin, MEd

Assistant Director, Special Programs

Jessica Tualla

Associate Director, Human Resources

Joseph “Chip” Young

Coordinator, Pipeline Initiatives

Post Docs

Danyelle Paine

Research Graduate Assistant. MS Student,
Clinical Translational Sciences

Nicole Quintus

Research Specialist. MS Student,
Clinical Translational Sciences

Kambrea Soltero

Research Assistant. MS Student,
Clinical Translational Sciences

Residents

Atsuko Koyama, MD

Clinical Assistant Professor, Child Health

Kris Samaddar, MD

Clinical Associate Professor, Child Health

Students

Isiah Angel Romo | Medical Student

Abigail Solorio | Medical Student

Tamara Sleem | Medical Student



THE UNIVERSITY OF ARIZONA
COLLEGE OF MEDICINE PHOENIX

Equity, Diversity & Inclusion

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