Office for Diversity & Inclusion
School of Medicine
Annual Report 2016
Diversity is not only a numerical goal; there is a fluid progression that must be evaluated. Inclusion as a Strategy for Excellence, in the School of Medicine, is the recognition that the institution’s success is dependent on how well it values, engages, and includes diverse faculty, staff, students, patients, and suppliers. More than a short-term project or a narrow initiative, this comprehensive approach requires a fundamental transformation of the School’s culture by embedding and practicing inclusion in every effort, aspect, and level of the institution. The goal is to make inclusion a norm that is implemented and practiced.

The concept of Inclusion as a Strategy for Excellence within the School of Medicine is a departure from a simplistic definition of diversity to a more comprehensive, and omnipresent notion of inclusiveness that envelopes several ideologies. Inclusiveness and Excellence are interdependent, as opposed to the traditional perspective that separates the two concepts. To practice inclusiveness is a demonstration of excellence.

Our plan is to shift the responsibility for diversity and inclusiveness onto all administrators, faculty, staff, researchers, and students within the School of Medicine. This is in contrast to one unit or department shouldering the responsibility for diversity. A single department or person can guide the process, but every individual with the School, from the Dean to individual employees, assumes responsibility for change.

In effect, this will shift the School away from conceptualizing diversity solely as a numerical goal of diverse faculty, employees, vendors, and applicants to transforming the institution into a vibrant community that embeds the Diversity and Inclusion Strategic Plan throughout the institution in multiple ways.

Our Diversity and Inclusion Strategic Plan throughout the institution includes demographics, policies, research, financial resources, leadership, hiring, organizational learning, organizational structure, marketing, outreach, technology, performance management, communications, promotion, assessment, and evaluation. This Plan employs a broad and inclusive definition of diversity that includes disability, gender identity and expression, sexual orientation, age, religion, disability, race/ethnicity, nationality, and other social dimensions that are important for the School and academic medicine. The magnitude of inclusivity will impact faculty, staff, and students alike, and we can embed a more diverse outlook onto the School of Medicine.

The School of Medicine is adopting a strategy of leveraging diversity and inclusion to drive the School’s mission of excellence in the delivery of quality patient care, the conduct of biomedical research, and the training of health professionals.

Our Annual Report confirms that we aspire to be a national leader in the creation and sharing of health knowledge within a culture that promotes equity, diversity, and inclusion.
Leadership Engagement & Commitment

Leadership throughout the School has adopted a shared vision of and commitment to diversity and inclusion. This active engagement serves as the strategic foundation that weaves diversity and inclusion into the operational fabric of the School. Communication of a coherent message that articulates leadership’s commitment sets the tone for all subsequent strategic diversity and inclusion initiatives.

We have refined leadership competencies for faculty leaders and key administrators that enable them to:
- Effectively manage diversity
- Develop cultural adaptability
- Build teams
- Manage change
- Leverage diversity of thought and work styles
- Foster innovation and creativity

Cultural Competency

Leaders are key shapers of institutional culture, therefore leadership development, especially in those competencies associated with diversity and inclusion is critical to cultural transformation. Addressing this challenge also enhances the overall engagement level of the School as the culture shifts toward one that fosters inclusion in all its forms.
ORGANIZATIONAL CAPACITY

The School of Medicine has developed an inclusion as a strategy for excellence plan that requires the investment of building infrastructure, revamping systems, developing leadership and talent capabilities and allocating appropriate resources.

Established in 2013, Dr. Martin Luther King University of Virginia Health System Award is presented annually to a student, faculty or staff member of the Health System who embodies Dr. Martin Luther King’s values and teachings, in cultural competence, health care disparities, or fostering an environment of inclusiveness, in accordance with the institution’s mission and values.

Dr. Martin Luther King Jr.
University of Virginia
Health System Award

The Health System hosts an annual Martin Luther King, Jr. Celebration that focuses on diversity in healthcare education and practice. In 2016 Dr. Damon Tweedy spoke about the difficulties of being a “Black Man in a White Coat”.

The Diversity Consortium consists of individuals who represent students, residents, faculty, and staff throughout the Health System. The mission of the Diversity Consortium is to further diversity in the School of Medicine by initiating, maintaining, and improving programs, policies, and processes that support a culture of equality, inclusion, and the value of each person.
ACCESS AND SUCCESS

The University’s School of Medicine has worked to create partnerships with the local school systems in order to engage future healthcare workers and leaders in medical and scientific pursuits.

COMMUNITY OUTREACH

Bringing Public Schools into the Health System

At UVA’s School of Medicine we focus on outreach, scholarship, and education. Our community will be a valuable resource for developing diversity and cultural competency in academic medicine. Education and awareness programs in elementary, middle, and high schools are powerful influences on career aspirations.

COMMITTEE ON WOMEN

The Committee on Women promotes and enables the representation, development and contributions of all women affiliated with The University of Virginia School of Medicine by identifying, improving and expanding opportunities for mentorship, advancement and leadership to further organizational excellence within a culture of diversity and inclusion.
The School of Medicine hosted "Inside UVA Medicine" for local 7th graders, the intent was to give students an up-close-and-personal look at careers in academic medicine.

Students were taken on a tour of the UVA School of Medicine Simulation Center as well as the Emergency and Trauma departments to gain an appreciation of the patient experience.

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Students visited the Claude Moore Health Sciences Library, and were mentored by more than 30 UVA physicians and scientists. UVA faculty, researchers, staff and librarians to help the students finalize their poster projects. The project culminated with students submitting their posters, much like those they would submit to national organizations for conference presentation.
The University of Virginia received the 2016 Health Professions Higher Education Excellence in Diversity (HEED) Award from Insight into Diversity Magazine.

University of Virginia’s School of Medicine also offers summer leadership programs to undergraduates considering a career in medicine or biomedical research. The programs are designed for racially and ethnically diverse students during their junior and senior years.

In all that we do, we work to benefit human health and improve the quality of life. We will be:
- Our local community’s provider of choice for its healthcare needs
- A national leader in quality, patient safety, service, and compassionate care
- The leading provider of technologically-advanced, ground-breaking care throughout Virginia
- Recognized for translating research discoveries into improvements in clinical care and patient outcomes
- Fostering innovative teaching/training models that respond to the evolving health environment
- A leader in training students and faculty in providing health care free of disparity

Expanding Educational Access

Talent & Leadership Accountability

In Insight Into Diversity is the oldest and largest diversity-focused publication in higher education. This is UVA’s School of Medicine 5th year receiving this award. As a recipient of the Health Professions HEED Award — a national honor recognizing U.S. medical, dental, pharmacy, osteopathic, nursing, and allied health schools that demonstrate an outstanding commitment to diversity and inclusion — The University of Virginia’s School of Medicine will be featured, along with 30 other recipients, in the December 2016 issue of Insight into Diversity Magazine.
Meet Our Staff

GREGORY C. TOWNSEND, MD
Associate Dean for Diversity & Medical Education

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LEAH BEARD
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MARCUS L. MARTIN, MD
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