



Equity and Inclusion

Department of Pediatrics Residency Program



Class of 2022 at Intern Orientation

The Equity and Inclusion Committee (EIC) is a group of faculty, staff, and trainees who work together to increase diversity in the department and ensure that our workplace is inclusive of all colleagues and patients. Recent EIC work has included arranging Grand Rounds speakers, organizing community events, and recruiting talented residents, faculty and staff.

The Housestaff Council for Diversity and Inclusion (HCDI) is committed to building a culture of inclusion and respect at UVA by engaging with housestaff and collaborating with the Charlottesville community. The HCDI hosts an annual conference that draws faculty and trainees from across UVA and the region. HCDI's goal is two-fold: to discuss ways to make UVA more inclusive and equity-oriented, and to ensure that all residents—regardless of race, sexuality, nationality, gender, religion, or abilities—feel included at UVA.

UNIQUE COMMUNITY AND CLINICAL OPPORTUNITIES

- **Home Visit Program**, a resident-run monthly clinic for well child and sick visits
- **Global Health Leadership Track**, a GME-wide program that includes opportunities for rotations in various countries
- **Back-to-school physicals** and community fairs at the **Boys and Girls Club**
- Volunteer opportunities with the **Latino Health Initiative (LHI)** and the **Southwood Community Center**
- Rotations at **UVA Pediatrics at Orange**, a rural Patient-Centered Medical Home
- Rotations in the **International Family Medicine Clinic**, which specializes in care for immigrants and refugees
- UVA is a regional leader for **Transgender Health Services** for youth ages 11 to 26, at the Teen and Young Adult Health Center
- **Side-by-Side** LGBTQ+ Youth Support Group (weekly support group for patients at the Teen Health Center)



Alazar Haregu (PGY-2), Alexandra De León (Chief Resident), and Marium Khan (PGY-1) at the Southwood Back-to-School Festival



UVA Pediatrics has participated in the regional and national Student National Medical Association (SNMA) conferences over the past several years to recruit talented under-represented minority medical students. Each year, the department funds 1-2 residents to serve as representatives at these conferences.

NATIONAL CONFERENCES

NATIONAL ORGANIZATIONS

If interested, there are additional opportunities for residents to participate in the following: National Medical Association (NMA); Student National Medical Association (SNMA); Latino Medical Student Association (LMSA); National Hispanic Medical Association (NHMA); AAP Section on Minority Health Equity and Inclusion (MHEI).

Irène Mathieu (Assistant Professor of General Pediatrics) and Josh Reyes (PGY-3) at the SNMA Conference, 2019

A SAMPLE OF RECENT CHARLOTTESVILLE EVENTS:

- ♦ **OTHERWISE Pride Party**, an exhibition exploring LGBTQ+ history and themes at UVA's Fralin Museum of Art
- ♦ **Charlottesville Pride Fest**
- ♦ **UVA Schwartz Center Rounds:** "When Words Harm: Teaming Together Against the Effects of Racism"
- ♦ **Reception to Welcome LGBTQ Faculty and Staff** hosted by UVA LGBT Committee and Office for Diversity, Equity & Inclusion
- ♦ **Cville Sabroso Latino Music and Dance Festival** at IX Park
- ♦ **A Night of Black Innovation in Music** at Jefferson School African-American Heritage Center



Class of 2021 at Intern Orientation



Adam Skaff (UVA Peds '19), Christina Zarraga and Alexandra De León (Chief Residents), and Amy Brown (Assistant Professor of General Pediatrics) taking a break from Home Visits for popsicles at La Flor Michoacana

The Unite the Right Rally on August 12, 2017, and the preceding events on the evening of August 11th, brought national attention to racism and hatred, placing Charlottesville in the public eye with extensive media coverage. This rally was precipitated by the Charlottesville City Council's decision to remove a statue of Confederate General Robert E. Lee, which attracted white supremacists to our city in response. The events of that day were, and continue to be, distressing in a number of ways. Like many of the counter-protesters who demonstrated that day, we as a department condemn the ideas propagated during the rally. We greatly value our diverse backgrounds as trainees, faculty and staff, and feel that our varied perspectives make us better pediatricians and community members.

Like the rest of the United States, Charlottesville has a long, problematic history. However, we laud the city and the University of Virginia for actively engaging in conversations about the events of August 2017, and about how we can make our community safer and more inclusive for all. There are so many things to love about Charlottesville, and we hope you're able to experience some of these during your visit. We thank you for coming to see what the city and UVA Pediatrics have to offer.



Global Health Leadership Track (GHLT) Journal Club, led by our own Sumath Kamalakannan (PGY-2) and Grant Robinson (PGY-2). Other representation from the Department of Pediatrics includes: Chelsea Miller and Cassie Kirschner (PGY-1s), Miranda Miller (PGY-2), Alexandra De León (Chief Resident), Katie Blackard (Developmental Pediatrics Fellow), & Amy Brown (Assistant Professor of Pediatrics)



For information about HCDI, visit med.virginia.edu/gme/diversityandinclusion. Questions? Contact Alexandra De León (Chief Resident) at ard5h@hscmail.mcc.virginia.edu, or Josh Reyes (PGY-3) at jer4y@hscmail.mcc.virginia.edu.