

HOSTED BY THE CENTER FOR DIVERSITY AND INCLUSION AND THE DIVERSITY ADVISORY COUNCIL

DIVERSITY AWARDS INCLUSION

June 12 | Noon

OHSU Auditorium



PROGRAM

VIDEO

“What does diversity mean to you?”

WELCOME

Joe Robertson, M.D., M.B.A.

PRESIDENT, OHSU

OPENING REMARKS

Brian Gibbs, Ph.D., M.P.A.

VICE PRESIDENT, EQUITY AND INCLUSION, CO-CHAIR, DIVERSITY ADVISORY COUNCIL,
ASSOCIATE PROFESSOR, OHSU-PSU SCHOOL OF PUBLIC HEALTH

PRESENTATION OF AWARDS

Outstanding Research Award

Presented by Niyati Desai, M.A.

MANAGER, COMMUNITY OUTREACH AND EDUCATION, KNIGHT CANCER INSTITUTE

Champion Program Award

Presented by Tamara Goldsmith, A.R.M.

ANALYST, RISK INSURANCE

Champion Individual Award

Presented by Abhinav Nellore, Ph.D.

ASSISTANT PROFESSOR, COMPUTATIONAL BIOLOGY PROGRAM

Outstanding Student Leadership Award

Presented by Daisy Alva, B.S.

MANAGER, FACULTY EMPLOYMENT CONTRACTS

Special Recognition

Presented by Brian Gibbs, Ph.D., M.P.A.

VICE PRESIDENT, EQUITY AND INCLUSION, CO-CHAIR, DIVERSITY ADVISORY COUNCIL,
ASSOCIATE PROFESSOR, OHSU-PSU SCHOOL OF PUBLIC HEALTH

CLOSING COMMENTS

Leslie Garcia, M.P.A.

ASSISTANT CHIEF DIVERSITY OFFICER, DIRECTOR, CENTER FOR DIVERSITY AND INCLUSION

Please join us for a reception in the Great Hall following the ceremony.



Outstanding Research Award

Recognizes research work that has contributed substantially to the literature focused on health disparities among underserved populations

NOMINEES

Nicole Bowles, Ph.D.

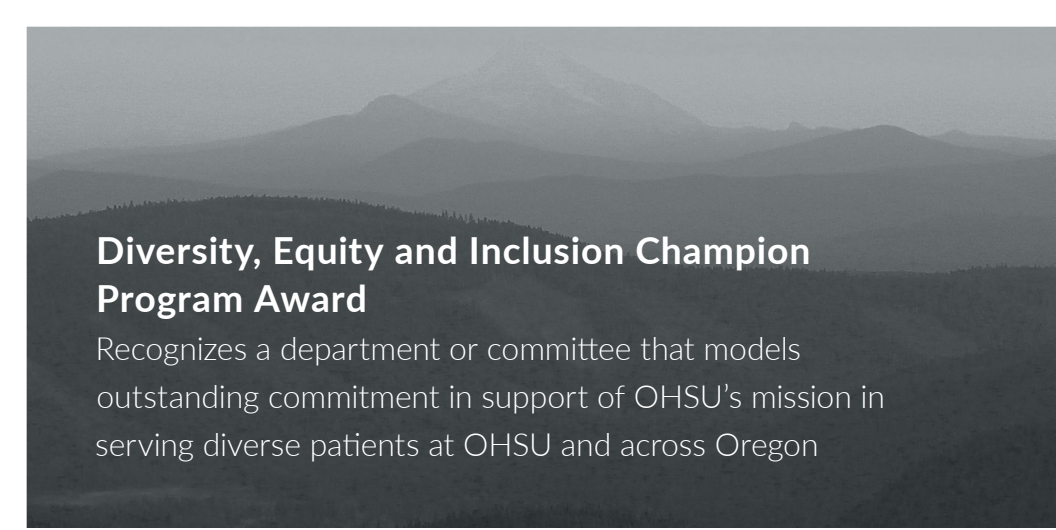
POST-DOCTORAL SCHOLAR, OREGON INSTITUTE OF OCCUPATIONAL HEALTH SCIENCES

Dr. Bowles recently helped her laboratory secure national funding to study cardiovascular health disparities between Caucasians and African-Americans. She is involved in the PreSERVE Coalition that seeks to improve the health of African-Americans over the age of 55. Dr. Bowles also spends two hours every week at Portland's Minds Matter chapter where she mentors high school girls from low-income families and is part of Portland State University's Build EXITO program, an undergraduate research training program that supports underrepresented students.

Shearwood McClelland III, M.D.

CLINICAL RESEARCH ASSISTANT, DEPARTMENT OF RADIATION MEDICINE

Dr. McClelland's efforts have been recognized at the national level by both the American Radium Society and the American Society of Clinical Oncology. Dr. McClelland will be interviewed and featured by Oregon Public Broadcasting Radio and OHSU Research Week for his work on examining disparities in access to radiation therapy for cancer patients. As a patient advocate and stout clinical researcher, Dr. McClelland exemplifies and demonstrates through action his commitment to being a champion for diversity, equity, and inclusion in both patient care and research.



Diversity, Equity and Inclusion Champion Program Award

Recognizes a department or committee that models outstanding commitment in support of OHSU's mission in serving diverse patients at OHSU and across Oregon

NOMINEES

Alliance for Visible Diversity in Science

The Alliance for Visible Diversity in Science (AVDS) is a student interest group (SIG) at OHSU with passion to advance diversity, equity, and inclusion. As student advocates, AVDS works closely with the OHSU administration to help improve diversity and campus culture. Along with hosting events such as happy hours and educational lectures, AVDS also assisted in supporting pipeline initiatives to support underrepresented minority students.

Institute on Development and Disability Diversity Task Force

The Institute on Development and Disability Diversity Task Force was formed in 2015 to increase cultural and linguistic competency. Since then, it has employed several innovative strategies to educate and support diversity, equity and inclusion, including community listening sessions, translating resource materials, diversity lunch-and-learn sessions, funding of a diversity internship and developing a diversity visiting scholar program.

Department of Surgery's Diversity and Inclusion Council

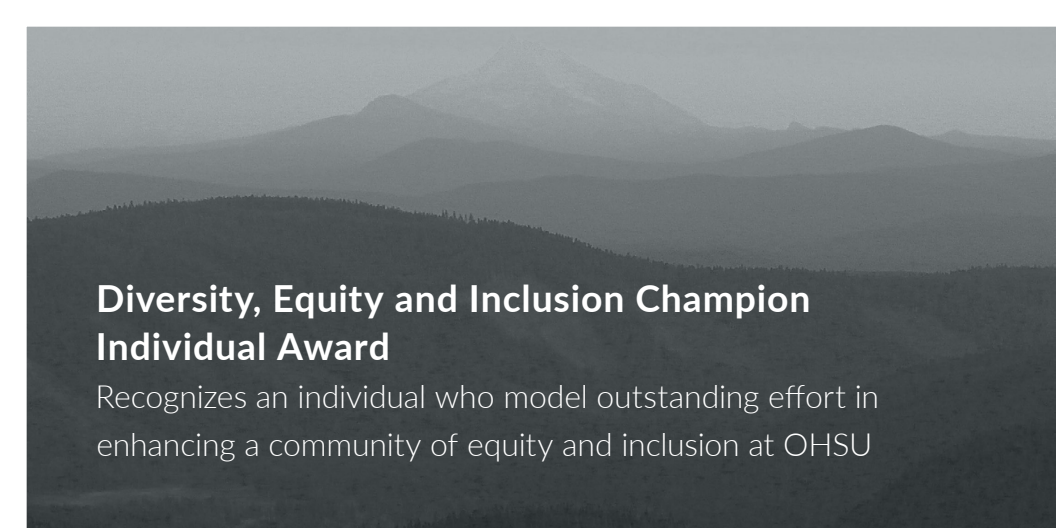
In an effort to increase diversity in the general surgery residency program, the Department of Surgery's Diversity and Inclusion Council helped develop a program called "Second Look." The two-day event provided applicants a chance to better understand OHSU. As a result, the general residency increased their match for diverse underrepresented minorities into a categorical position (out of 13 spots) and two underrepresented minorities into a preliminary year (out of seven spots).

Health Equity and Leadership at Richmond (HEAL-R) Program

The Health Equity and Leadership at Richmond (HEAL-R) program started in 2015 as a partnership between the OHSU Family Medicine at Richmond Clinic and the community organization Metropolitan Alliance for Common Good. The HEAL-R program redefines the typical transactional provider-patient power hierarchy in health care by creating space for patients to drive change. The program is supported by providers, staff and patients and hosts one-on-one meetings and listening sessions and well as working with community-based organizations to build multiple successful housing campaigns which are projected to raise over \$67 million for affordable housing in Portland.

The Transgender Health Program

The Transgender Health Program provides culturally competent, evidence-based training in the provision of transgender care. They partner with clinics, hospitals and schools to coordinate health care for the transgender community in a culturally appropriate way. Recent successes include the implementation of a gender-designated facilities policy, launch of patient education classes on surgery preparation and fertility preservation, dedicated resident/fellow training in transgender care and helped OHSU earn the 2018 LGBTQ Healthcare Equality Leader designation.



Diversity, Equity and Inclusion Champion Individual Award

Recognizes an individual who model outstanding effort in enhancing a community of equity and inclusion at OHSU

NOMINEES

Erik Brodt, M.D.

ASSISTANT PROFESSOR, DEPARTMENT OF FAMILY MEDICINE

Through his work with the Northwest Native American Center of Excellence, Dr. Brodt connects with American Indian/Alaska Native communities in middle school, high school and college as well as health professional students, residents and current practitioners and faculty. His work has helped secure a multi-year, multimillion-dollar training grant to support the recruitment and retention of American Indian/Alaska Native students at the School of Medicine. In his first year at OHSU, Dr. Brodt funded three Native students to the yearly Association for American Indian Physicians conference, two students to attend the cross-cultural workshop and five students and faculty to attend the International Pacific Region Indigenous Doctors Conference.

Allison Empey, M.D.

CHIEF RESIDENT, PEDIATRIC RESIDENCY PROGRAM, DEPARTMENT OF PEDIATRICS

Dr. Empey was instrumental in establishing the Diverse Medical Student Mentorship Program that aims to bring together students, residents and faculty from diverse backgrounds. To date, the program has recruited more than 100 members. She founded the Pediatric Diversity Committee, which engages faculty and residents around recruitment, mentorship and education. Dr. Empey has also partnered with the Oregon Pediatric Society and the Tribal Health Clinics to implement standardized depression and substance abuse screening for these populations.

Pari Faraji, M.D.

FIRST-YEAR FELLOW, CHILD AND ADOLESCENT PROGRAM, DEPARTMENT OF PSYCHIATRY, CHILD AND ADOLESCENT

Through her personal experience immigrating to the United States, Dr. Faraji dedicates her time in helping fellow immigrants. She has spent two years at the Intercultural Psychiatric Program helping immigrants and refugees, many of whom are victims of torture and trauma. In 2014, she founded the International Medical Graduates Network Group. The goal of this group is to provide cultural support, resources and mentorship to residents who come from another country.

Katharine Hart, M.S.

HUMAN RESOURCES ASSOCIATE, INSTITUTE FOR DEVELOPMENT AND DISABILITY, PEDIATRICS, OB/GYN AND THE CENTER FOR WOMEN'S HEALTH

In support of OHSU's goal of being a great organization that's diverse in people and ideas, Katharine has led the Institute for Development and Disability Pediatrics, OB/GYN and Center for Women's Health's (IPOC). Katharine has collaborated with the Center for Diversity and Inclusion to promote and support the Unconscious Bias Campus Initiative. With Katherine's partnership, over 300 IPOC employees have received Unconscious Bias training with more continuing to be scheduled.

Rosemarie Hemmings, Ph.D., L.C.S.W.

SOCIAL WORK MANAGER, DEPARTMENT OF CARE MANAGEMENT

Since 2016, Dr. Hemmings has made significant institutional changes to create a healthier, more inclusive workplace. She helped reword hospital policies and procedures with language that is mindful and respectful of the full spectrum of human diversity, including re-authorizing departmental position descriptions to reflect all gender pronouns. She has partnered with the volunteer services program to create infrastructure for a social work volunteer program to increase access for diverse candidates. Dr. Hemmings has played a critical role in partnering with the Center for Diversity and Inclusion to coordinate and support training of social workers on Unconscious Bias across OHSU.

Karen Ingraham

DIRECTOR OF OPERATIONS SUPPORT, CAMPUS SERVICES

As an early champion of the unconscious bias campus-wide initiative, Karen goes above and beyond to advance the Unconscious Bias training. She provides pivotal logistical support to ensure that employees in Campus Services have the opportunity to attend trainings without disruption to operations. Through her

leadership, Karen has continued to work closely with Center for Diversity and Inclusion to support the training of over 500 employees on Unconscious Bias as the point of contact for Campus Services.

Andrew Justicia

ADMINISTRATIVE COORDINATOR, GRADUATE MEDICAL EDUCATION, SCHOOL OF MEDICINE

As one of the Unconscious Bias associate trainers, Andrew embraces diversity in all that he does. As the Administrative Coordinator for the School of Medicine Graduate Medical Education department, Andrew manages the visiting student diversity stipend program, which aims to increase the number of diverse students in the residency programs. In addition, Andrew supports other resident-driven initiatives, such as the House Officer Association's Diversity Committee and the diversity mentorship dinner series.

Alisha Moreland-Capuia, M.D.

ASSISTANT PROFESSOR, DEPARTMENT OF PSYCHIATRY

Dr. Moreland-Capuia has demonstrated what it truly means to be a champion of diversity and inclusion through her many efforts on campus, including serving as a mentor to the Structural Competency facilitator team and providing support to members of the Student National Medical Association, Women's Leadership Development Program and American Women's Medical Association. She is also a valuable member of the Board of Commissioners for the City of Portland and the OHSU Gun Violence as a Public Health Issue Advisory Committee.

Joanne Noone, Ph.D., R.N., C.N.E., A.N.E.F.

CAMPUS ASSOCIATE DEAN, SCHOOL OF NURSING, ASHLAND CAMPUS

Dr. Noone has been a driver for equity and inclusion through the development of grant-funded programs that facilitate academic success of underrepresented minorities. She is the project manager for HealthE Steps, a program that seeks to improve health equity in communities and provides scholarships to students from underrepresented minority populations, increasing the percentage of underrepresented minorities on the Ashland campus by over 32 percent. Dr. Noone serves as a board member on the Jackson County Public Health Advisory Board as well as the Oregon Office of Equity and Inclusion Community Advisory Council. She is a founding member of the Southern Oregon Health Equity Coalition (SO Health-E) and currently serves on the steering committee as the lead researcher of data sustainability.

Trina Ramirez

STUDENT SERVICES COORDINATOR, SCHOOL OF NURSING

In addition to providing support for students in the School of Nursing, Trina develops and coordinates co-curricular activities, such as multicultural special events, diversity and inclusion programs and cultural competency trainings. She also collaborates with nursing students who are part of student interest groups.

Donn Spight, M.D.

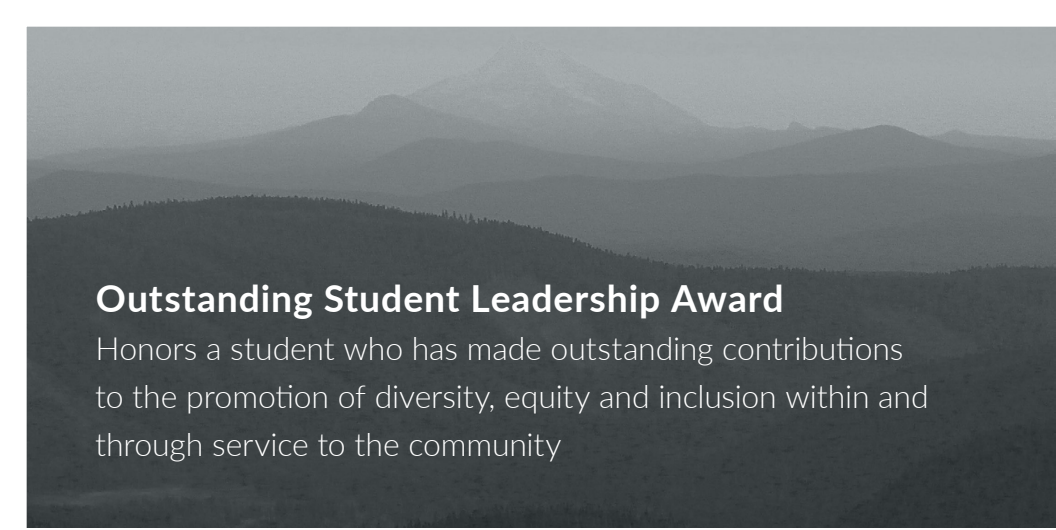
ASSOCIATE PROFESSOR, DEPARTMENT OF SURGERY

Despite his busy schedule, Dr. Spight takes the time to mentor numerous underrepresented minority medical students, residents, fellows and doctoral students. He serves as the faculty lead for of the Student National Medical Association chapter and worked steadfastly to increase the number of minority residents in the surgery department through the Second Look program.

Letisha Wyatt, Ph.D.

ASSISTANT PROFESSOR, OHSU LIBRARY

Dr. Wyatt serves on the Neuroscience Graduate Program admissions committee to help recruit and retain underrepresented minorities. She has recently taken on the role of co-director of the Fellowship for Diversity and Inclusion in Research Postdoctoral Program, which supports fellows in acquiring independent funding. As a leader on the Library Diversity Committee, she provides professional development opportunities for library staff, has created a repository of resources related to diversity and inclusion and developed a task force to provide recommendations for further improvements.



Outstanding Student Leadership Award

Honors a student who has made outstanding contributions to the promotion of diversity, equity and inclusion within and through service to the community

NOMINEES

Alec Contag

M.D. CANDIDATE, CLASS OF 2020, SCHOOL OF MEDICINE

Through the Latino Medical Student Association, Alec spearheaded the development of a medical Spanish elective class to help improve the quality of care for Spanish-speaking patients. Through his work, Alec has assisted in securing funding, recruiting faculty and other students to develop materials and overcoming unforeseen challenges. With the help of colleagues and faculty, Alec was able to put together a pilot class this past winter. The course will now be offered to first-year students.

Alexandria Dyer

M.D. CANDIDATE, CLASS OF 2021, SCHOOL OF MEDICINE

In the past year, Allie has helped form and lead OHSU's Students for Structural Change group, served as a leader in the Structural Competency program and served as her class' diversity liaison. She is also the community service officer of the Student National Medical Association.

Antoinette Foster

PH.D. CANDIDATE, NEUROSCIENCE GRADUATE PROGRAM

When she is not conducting experiments or managing lab duties, Antoinette is working on projects for the Alliance for Visible Diversity in Science, of which she is the founder and co-chair. Through this group, she has organized events to support diversity and makes recommendations to campus leaders. She has also been instrumental in recruitment and outreach efforts for the On-Track minority program.

Nattaly Greene

M.D. CANDIDATE, CLASS OF 2019, SCHOOL OF MEDICINE

Nattaly has championed diversity in the medical community through her work with the Latino Medical Student Association. As a past co-chair, she helped the Virginia Garcia Clinic establish a volunteer program with the migrant and mobile outreach program. She also advocated for OHSU to accept and provide financial assistance to students under the Deferred Action for Childhood Arrivals program.

Monique Hedmann

M.P.H., M.D. CANDIDATE, CLASS OF 2020, SCHOOL OF MEDICINE

Through her work as the vice president of School of Medicine Class of 2020 and vice president of the OHSU chapter of the Student National Medical Association, Monique has helped institutionalize Black History Month events, including forums, lectures and other events. Monique is also a major player in making improvements to the Structural Competency curriculum, a student-led curriculum that seeks to address issues of diversity and inclusion in medicine.

Shane Hervey

M.D. CANDIDATE, CLASS OF 2021, SCHOOL OF MEDICINE

In addition to serving as the president of OHSU's chapter of the Student National Medical Association, Shane hosted an event at OHSU called Hippocrates Circle for minority middle school students. He is a member of OHSU's Students Against Gun Violence and helped in organizing several campus events during Gun Violence Awareness Week. Shane is also part of the Structural Competency program where he is helping to design a curriculum for substance abuse, racism and mental health social determinants for next year's first-year medical students.

Sunil Joshi

M.D./PH.D. CANDIDATE, KNIGHT CANCER INSTITUTE

As a past student leader of the Student National Medical Association at OHSU, Sunil was the principal organizer of the first pre-medical chapter of Healthy Eating Active Living Mapping (HEAL MAPPS). The organization assists pre-medical students from underserved backgrounds in pursuing post-baccalaureate studies in medicine. He also co-teaches a course through the OHSU-PSU NIH Build EXITO Program, which focuses on emboldening hundreds of students from underserved and disadvantaged backgrounds. While working toward his doctorate, Sunil also serves as an early-career investigator for the American Society for Cancer Research representing OHSU in Washington, D.C., advocating for increased funding and opportunities for individuals from non-traditional/immigrant/underserved backgrounds. Sunil also serves on multiple OHSU committees to help enhance and broaden the M.D. curriculum. For the past two years, Sunil has served as the student lead/organizer for the Medical Scientist Training Program (MSTP) diversity applicant breakfast.

Sasha Narayan

M.D. CANDIDATE, CLASS OF 2019, SCHOOL OF MEDICINE

Sasha is part of the Women's Leadership Development Program on campus, which is designed to provide opportunities to teach woman-identified medical students vital skills. She serves on the Transgender Health Program Committee as a student liaison to the plastic surgery department. Through her work in the plastic surgery department, she is working to incorporate transgender health into the medical school curriculum and has organized several interdisciplinary transgender panel forums.

Derek (Yue) Song

M.D. CANDIDATE, CLASS OF 2021, SCHOOL OF MEDICINE

As a co-chair in the Asian Pacific American Medical Student Association, Derek has organized educational and cultural events to help connect students and the greater OHSU community. He also volunteers at the Southwest Community Health Clinic, serves as an admission liaison on the student council and is in charge of Health Care Equity Week.

J. Ryan Thrower, M.P.A.

D.M.D. CANDIDATE, CLASS OF 2020, SCHOOL OF DENTISTRY

Ryan strives to be a good role model for young women of color. As a leader in the American Student Dental Association, she often speaks to middle school students to bring attention to minorities and women in dentistry. She also volunteers at two mentorship programs that expose high school and college students to dentistry.

Taylor Vega

M.D. CANDIDATE, CLASS OF 2021, SCHOOL OF MEDICINE

As a first-year medical student, Taylor has been an instrumental member of the Latino Medical Student Association, where she organizes lunchtime talks for medical students to connect with faculty and OHSU resources. She also played an integral role in getting a medical Spanish elective course approved by the curriculum committee. The course will be offered in summer 2018.

Congratulations to all nominees for demonstrating OHSU's values of diversity, inclusion and respect for all.

A special thank you to guitarist Pamela Goldsmith for sharing her musical talents throughout today's program.

2018 DIVERSITY AND INCLUSION AWARDS SELECTION COMMITTEE

Daisy Alva, B.S.

FACULTY EMPLOYMENT CONTRACTS

Kristen Beiers-Jones, R.N., M.N.

CLINICAL NURSING

Niyati Desai, M.A.

COMMUNITY OUTREACH AND EDUCATION, KNIGHT CANCER INSTITUTE

Tamara Goldsmith, A.R.M.

RISK INSURANCE

Ian Jaquiss, J.D.

DISABILITY AWARENESS AND OUTREACH

Kim Lu, M.D., F.A.C.S.

DEPARTMENT OF SURGERY, SCHOOL OF MEDICINE

Abhinav Nellore, Ph.D.

BIOMEDICAL ENGINEERING, SCHOOL OF MEDICINE

Amy Penkin, M.S.W., L.C.S.W.

PROGRAM SUPERVISOR, TRANSGENDER HEALTH PROGRAM

Asma Taha, R.N., Ph.D., C.P.N.P. – P.C./A.C.

PEDIATRIC NURSE PRACTITIONER PROGRAM, SCHOOL OF NURSING

Verian Wedeking, B.A.

OUTREACH PROGRAM, CASEY EYE INSTITUTE



OHSU is an equal opportunity, affirmative action institution.