

# IMPACT REPORT

OFFICE FOR DIVERSITY, EQUITY AND INCLUSION

K U M E D I C A L C E N T E R



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The past two years have been illuminated by remarkable strides and an unwavering dedication to cultivating a healthier, more equitable future for all learners and employees at, University of Kansas Medical Center. Our achievements include launching the transformative Six-Part Educational Series, which explores the structural factors influencing Social Determinants of Health (SDoH), and our collaboration with Faculty Affairs and Development on bringing forward the Diversability Series. We have placed a strong emphasis on fostering Accessibility, Diversity, Inclusion, and Belonging through extensive training programs, all supported by the Diversity, Equity, and Inclusion Cabinet Committees—focusing on Health Equity and Community Engagement, along with Accessibility, Diversity, and Inclusion (formerly the Diversity and Inclusion Committee).

The Metrics and Best Practices Committee collaborated with KITS Data Management and Database Administration, and Enterprise Analytics to develop the KUMC Analytics Dashboard, enhancing data-driven decision-making for our campus. Meanwhile, the Programming Committee has introduced new Heritage Month educational and celebratory opportunities for our Jewish community members and First-Generation College Goers.

Our endeavors aim to enhance health outcomes throughout the state, a vision brought to life through impactful collaborations with The University of Kansas Medical Center, The University of Kansas, and The University of Kansas Health System. Notably, our partnerships with the Faculty Affairs and Career Development, The Registrar's Office, and the Edwards Campus has propelled initiatives centered on veterans, accessibility, and advocacy with Hard-of-Hearing and Deaf Communities. Additionally, the Health Outcomes Assembly—a biannual gathering of diverse disciplines—has emerged as a crucial event for unpacking and addressing healthcare disparities affecting marginalized communities in collaboration with the health system.

In harmony with our strategic vision, “To improve lives and communities in Kansas and beyond through partnership and innovation in education, research, and healthcare,” we are proud to unveil the Spencer Center—a space for reflection, meditation, and prayer on the Kansas City campus—and the Center for African American Health (CAAH), serving Sedgwick and Wyandotte Counties. We have pioneered initiatives such as the REPAIR Project and facilitated community listening sessions, amplifying the voices of those most affected by health disparities.

We celebrate every community and remain steadfast in our commitment to collaborating with our dedicated health partners, continuing our quest for improved health outcomes for all Kansans.

We are truly thankful for every member of our community, each playing a unique role in ensuring the success of our endeavors, particularly our friends in Continuing Education & Professional Development, Events Management, Facilities, Office of Communications, Office of International Programs, Office of Student Life, and Teaching & Learning Technologies.



**Andrea Brown, BA,**  
**Administrative Assistant,**  
**Office for Diversity,**  
**Equity and Inclusion**



**Tasha Lofton**  
**Administrative Assistant,**  
**Center for African**  
**American Health**



**Barb Manning, BA,**  
**Program Manager,**  
**Office for Diversity,**  
**Equity and Inclusion**



**Dora Scroggins, BA,**  
**Project Manager,**  
**Center for African**  
**American Health**



**Danielle Binion, EdD,**  
**Director,**  
**Office for Diversity,**  
**Equity and Inclusion**



**Nicole Garner, MBA,**  
**Executive Director,**  
**Center for African**  
**American Health**



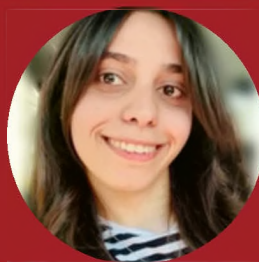
**Jerrihlyn L. McGee, DNP, RN, CNE**  
**Vice Chancellor for Diversity,**  
**Equity and Inclusion and Chief**  
**Diversity Officer**

# ABOUT US





**Dwayne Watkins, SOM,  
Medical Student**



**Ghina Fares, SHP, Hearing  
and Speech Clinic, Graduate  
Teaching Assistant**



**Itandewi Janner, SON,  
Nursing Student**



**Jane Ibude, SHP,  
Dietetics and Nutrition,  
Research Assistant**



**Mustapha Mangdow,  
SHP Physical Therapy  
and Rehabilitation  
Science, Grad Assistant**



**Nola Tran, SOM, Medical  
Student**



**Sodiq Fakorede, SHP  
Physical Therapy and  
Rehabilitation Science,  
Grad Assistant**



**Zoila Crocker, SON,  
Nurse Anesthesia  
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**Kafayat Yusuf, SOM,  
Cancer Biology,  
Graduate Student,  
Lead Ambassador**

To learn more about  
Ambassadors, visit  
<https://www.kumc.edu/diversity/about/get-involved.html>

# DEI & CAAH AMBASSADORS

# MESSAGE FROM THE VICE CHANCELLOR

We are honored to present our second Diversity, Equity, and Inclusion (DEI) Impact Report, a testament to our growth and resolve to foster an inclusive environment for ALL.

As we write this report, we acknowledge the unprecedented challenges shaping our sociopolitical landscape, both globally and nationally. Despite ongoing efforts to undermine diversity, equity, and inclusion, we remain steadfast in our commitment to deepening belonging for ALL..

This report highlights how the Office for DEI, along with the DEI Cabinet and its Committees, have risen to these challenges by amplifying marginalized voices, addressing health disparities, raising consciousness, educating across regions, and celebrating our shared humanity.

Over the past five years, the Office for DEI and the people of KU Medical Center have made significant strides in addressing the concerns highlighted in the 2016–2017 campus climate study. While we are proud of our progress, we recognize that there is still much work to be done. As we look ahead, we remain hopeful and focused on the important work still before us. We invite you to join us in these vital efforts as we continue this journey together!

**JERRIHLYN L. MCGEE, DNP, RN, CNE**

Vice Chancellor for Diversity, Equity and Inclusion and Chief Diversity Officer  
Clinical Associate Professor, KU School of Nursing



# CENTER FOR AFRICAN AMERICAN HEALTH

Launched in July 2023, the Center for African American Health (CAAH) is a community-led, community-based center that aims to enhance and improve the health and wellness of Black and African American individuals who have been structurally and medically marginalized.

The CAAH is co-designed and co-created with communities in Wyandotte and Sedgwick Counties as a center for all ages, backgrounds, and intersectional identities within Black and African American communities. We invite you to join us for future events and initiatives focused on mental health, self-care, well-being, Bystander CPR training, health empowerment, and more. To learn more about the Center's Mission, Vision, and Goals, please visit our website <https://www.kumc.edu/outreach/center-for-african-american-health.html>.

**Mission:** To partner with our community to enhance and improve the health and wellness of Black and African Americans living in Kansas and beyond through innovation, service, education, research, and policy.

**Vision:** To be the leading transformational force of community empowerment for health equity.

## Goals:

- To honor and value community voices.
- To be intentional and deliberate about building trust by holding ourselves accountable to the communities we serve.
- To identify, address and eliminate structural barriers such as policies, environmental conditions and lived experiences of discrimination.
- To promote educational exchange between community members and the University of Kansas Medical Center to address the ill health effects of inequities.



**Jason Glenn, PhD,**  
**Education Pillar Director**



**Jill Peltzer, PhD, APRN-CNS,**  
**Service Pillar**  
**Director**



**Michelle Redmond, PhD, MS,**  
**Research Pillar**  
**Director**



**Sharla Smith, PhD,**  
**Policy Pillar**  
**Director**





## PILLARS

The CAAH's work is organized around four pillars: service, education, research and policy.

- **Service** through community engagement, advocacy, referrals, clinical care management and coordination.
- **Education** through mentorship, building the workforce pipeline and supporting curricular changes.
- **Research** through improving research practices and conducting innovative inclusive research.
- **Policy** through the translation of research into advocacy.

***If you are interested in learning more about our Pillars, please contact us at [AfricanAmHealth@kumc.edu](mailto:AfricanAmHealth@kumc.edu).***





# SERVICE

## **CPR:**

The Center for African American Health has launched a series of free CPR training sessions in response to research showing that low-income and underserved Black communities are less likely to receive bystander CPR than predominantly white, higher-income neighborhoods. This initiative is part of our ongoing efforts to address critical health disparities and empower community members with life-saving skills. To date, we have conducted 12 classes and distributed two AED devices. We plan to expand our reach to over 180 households by 2025. Each participant also receives a two-year Heart Savers certificate, furthering our commitment to community health and safety.

## **Self-Care Saturday:**

The Center for African American Health actively promotes community wellness through Self-Care Saturdays, featuring yoga sessions in Fisher Park (Wyandotte County). These events are designed to enhance both physical and mental well-being by providing accessible self-care practices in a supportive community environment. This initiative reflects the Center's ongoing commitment to improving health outcomes by fostering healthy lifestyle choices among community members.

## **Back to School:**

The CAAH helped support the 2024 Back-to-School and Health Fair for the Kansas City, Kansas Public Schools. The Back-to-School event had 2,733 attendees with the participation of 65 vendors and 112 volunteers. The event provided essential services, including health screenings, transportation, food distribution, and school supply distribution, ensuring that students and families were well-prepared for the 2024-2025 school year.



# EDUCATION

In collaboration with the Center for African American Health, the REPAIR Project at the University of Kansas Medical Center represents a multi-institutional initiative aimed at combating anti-Black racism and improving representation of Black, Indigenous, and People of Color (BIPOC) in the fields of science and medicine. To date, the project has successfully conducted 15 community sessions involving 150 participants, executed nine significant interviews, and obtained funding for the development of a healthcare equity dashboard. Additionally, the REPAIR Project is dedicated to launching Community Grand Rounds to further enhance community engagement. The REPAIR Project has garnered extensive coverage by local news, radio, and media outlets.



***Members of the REPAIR Project team, following a recent presentation***



***Dr. Carmeletha Williams, Executive Director, Black Archives of Mid-America, REPAIR Project Team Member. Image courtesy of Jason Crow/KSHB***

"Our purpose is to look at and collect stories about disparities in health care, especially based on racial issues. We know they exist, but we need the real stories."

- Carmeletha Williams, PhD



# RESEARCH

## Diabetes Workshop:

In collaboration with local partners like the Progressive Community Outreach Program (PCOP), the Center for African American Health conducted a Diabetes Awareness workshop in Sedgwick County, drawing 30 community members and featuring six expert speakers. This event addressed health disparities highlighted by the higher diabetes prevalence rates among non-Hispanic Black adults (20.3%) compared to non-Hispanic whites (8.9%) in Sedgwick County.

## High School Poster Forum:

Michelle Redmond, PhD, MS, was the keynote speaker for the Summer Research Forum m, a culminating program and collaboration with The University of Kansas Cancer Center's Accelerate Cancer Education (ACE) and the School of Medicine Office of Diversity and Inclusion's K-12 Initiative Health Sciences Academy research programs. The program focused on "Following Your North Star: Navigating Your Path towards a STEM Career." The ACE program is a 6-week initiative to expose students from Wyandotte County, Kansas, and Jackson County, Missouri, to biomedical careers. It introduces students from underserved areas to various career paths. The Health Sciences Academy is an intensive five-week health pathway experience for students from Kansas City, Kansas Public Schools.



# POLICY

The Center for African American Health is providing education around legislative reforms through its support of the Kansas Momnibus, a comprehensive package of bills to address disparities in maternal and infant health. This includes initiatives like nursery programs for incarcerated mothers and extending Medicaid for donor human milk. The CAAH also supported the Kansas Birth Equity Network (KBEN) Birth Equity Summit during Black Maternal Health Week, which brought together over 120 participants to focus on mental health and parenting.



**KANSAS  
MOMNIBUS**

First  
**1000**  
Days  
Kansas

**KBEN**  
Kansas Birth  
Equity Network

**Kansas  
Birth Justice  
Society**

**THRIVE  
KANSAS**  
OUR BEST DAYS ARE AHEAD.



## HEALTHY KANSAS FAMILIES



# JUNETEENTH CELEBRATION & WELLNESS FAIR

On June 14, 2024, the CAAH joyously celebrated its second annual Juneteenth Celebration and Wellness Fair, drawing in **354 attendees** and marking an 11% increase in participation from the previous year. The celebration echoed across a tapestry of 51 zip codes, five counties, and three states!

The Wellness Fair featured many educational sessions, educating participants on stroke awareness, cancer screenings, diabetes management, and mental well-being. A delightful medley of musicians, two-stepping dance instructors, and delectable offerings from amazing food trucks uplifted our spirits!

A sincere thank you to the Juneteenth Committee, dedicated health screeners, tireless volunteers, cherished vendors, and engaged community participants!

We thank our esteemed grantors and sponsors: Health Forward Foundation, Kansas Health Foundation, REACH Healthcare Foundation, Frontiers Clinical & Translational Science Institute at the University of Kansas, and Vibrant Health. For a comprehensive report on the event, please visit our website: [CAAH](https://www.caa-h.org).









# SPENCER CHAPEL TO SPENCER CENTER

In 2020, a survey was conducted at KU Medical Center to assess the spiritual needs of employees and learners and to inform the development of a new spiritual center. The findings revealed a diverse array of religious and spiritual requirements within the medical center community, highlighting the necessity for a space that accommodates the practices of individuals across various spiritual and religious backgrounds, including those who identify as non-religious.

Prior to the establishment of the Spencer Center, the Spencer Memorial Chapel operated from 1965 to 2020, serving the religious needs of patients, families, students, and personnel associated with the medical center (Statement of Policies, Spencer Memorial Chapel, 1965). The Spencer Memorial Chapel, dedicated on October 24, 1965, was made possible through a gift from Helen Spencer on behalf of her husband, Kenneth Spencer, KU alumnus.

The newly established Spencer Center (2024) embraces a diverse community with respect to religious and spiritual beliefs, and its policies and procedures reflect this commitment to inclusivity. The center's creation and design were spearheaded by Jerrihlyn McGee, DNP, RN, CNE, Ryan Gove, MBA, and Adlai (AJ) Woodworth, RA.

The mission of the Spencer Center is to cultivate an environment on campus where individuals can freely practice their faith traditions, spirituality, and reflection. It aims to provide a variety of opportunities for nurturing the sacredness within ourselves and our community while honoring the multitude of religious traditions and spiritual paths.

The Spencer Center will serve as a hub for:

- Interfaith and interreligious dialogue and peacebuilding
- Religious and spiritual practices
- Gathering
- Quiet time
- Prayer/Reflection
- Meditation
- Group support
- Celebrations
- Interfaith and interreligious community service



*Jerrihlyn L. McGee, DNP,  
RN, CNE,  
Vice Chancellor for  
Diversity, Equity and  
Inclusion and Chief  
Diversity Officer*



*Ryan Gove, MBA,  
Director, Office for  
Student Life*



*AJ Woodworth, RA,  
Director of Projects  
and Planning*



# SPENCER CENTER





# SPENCER CENTER OPEN HOUSE

On March 27, 2024, we hosted an Open House for the Spencer Center. Jerrihlyn McGee, DNP, RN, CNE led the dedication, and Chris Crenner, MD, PhD, led the historical presentation providing insight on the dedication of the Spencer Memorial Chapel in 1965 to the present day. During his remarks, Dr. Crenner shared, "On the occasion of my last visit to the old Spencer Chapel, shortly before it was torn down, I was thinking about our obligation to remember history. I went there to walk through the crumbling building with then EVC, Dr. Robert Simari. He wanted to learn the history of the place as he was making his difficult decision to demolish it and wipe away one history to make room for another. The chapel was struggling with serious structural problems that had no simple solution. It had been a home for Father Jerry Spencer, who served almost fifty years as the hospital chaplain. In 2017, Father Spencer retired and vacated his offices in the chapel. I imagined his final day there, probably evening, after a very busy day, with night falling. He closed the door, turned off the lights, and left behind an old structure that was built for a different era. I remember a remark that Dr. Simari made as we toured the silent, empty sanctuary. He said – I am not going to be the EVC who tears this place down and leaves us without a chapel. And indeed, his wish is now fulfilled."

We are excited about the future of this space to serve as a neutral and welcoming environment that transcends different belief systems.



# HEALTH OUTCOMES ASSEMBLY & DEI SYMPOSIUM

The Office for Diversity, Equity, and Inclusion organizes two biannual events to enhance health equity: the Health Outcomes Assembly and the Diversity, Equity, and Inclusion Symposium. The Health Outcomes Assembly addresses healthcare disparities impacting marginalized communities, fostering collaboration among healthcare providers, educators, community leaders, and the general public. Previous themes have included: "Bridging Voices, Breaking Barriers: Maternal and Infant Health" (2024), "Disparities Between Counties and Zip Codes," and "Racial and Ethnic Disparities." The Assembly was founded by Carol Ulloa, MD, Deepika Polineni, MD, Jerrihlyn McGee, DNP, RN, CNE, and Danielle Binion, EdD.

*The Office for Diversity, Equity & Inclusion presents*

## HEALTH OUTCOMES ASSEMBLY

**Graphic Recording by Katya Balakina, The Marker Point**



Carol Ulloa, MD,  
Clinical Professor,  
Neurology



The Diversity, Equity, and Inclusion Symposium is co-sponsored by the Office of International Programs. Before 2023, this event was held annually for seven consecutive years. It serves as a platform for the medical center community to engage in a day-long learning experience featuring panel discussions, presentations, and interactions centered on diverse health advocacy, research, innovation, and service topics. Previous themes have included: Access to Education, Health, and Advocacy for Indigenous Peoples in Kansas and Missouri; the Healthcare Continuum for Military Personnel and Families; and Transgender Health. To access videos from previous Symposia, please visit <https://www.kumc.edu/diversity/programs/diversity-equity-and-inclusion-annual-symposium.html>.



# FOSTERING ACCESSIBILITY, DIVERSITY, INCLUSION AND BELONGING IN OUR COMMUNITIES

In 2023, the Office for Diversity, Equity, and Inclusion revamped the Implicit Bias training to center on a more structural approach to addressing *-isms*. Collaborators of the new educational content included Natabhona Mabachi, PhD, MPH, Maria Alonso Luaces, PhD, Jerrihnllyn McGee, DNP, RN, CNE, and Danielle Binion, EdD.

KU Medical Center defines diversity as **a state of being in which a variety of cultures, experiences, expertise, and viewpoints are valued and incorporated into the fabric of our community**. Diversity encompasses age, education level, ethnicity and race, gender expression and identity, nationality, national origin, physical and mental ability, political and religious perspectives, sex, sexual orientation, socioeconomic, veteran status, and other human differences. This education is meant to cultivate belonging and spur meaningful conversations and connections.

Fostering Diversity, Inclusion, Accessibility, and Belonging in our Communities is essential to promote health equity, build healthy communities, and improve the lives of Kansans. This optional training focuses on the following learning objectives: To build a shared language and engage in conversations around bias, racism, and isms.

- To discuss how our biases, stereotypes, and prejudices influence our interactions and decision-making processes.
- To understand how our biases operate within larger social structures.
- To explore ways we can mitigate our biases at the interpersonal and organizational levels.
- To develop a plan of action to address bias at the medical center.

Before training implementation, a rigorous testing and review process was conducted. Pilot presentations were held, and train-the-trainer sessions were provided to 25 staff and faculty members. To date, **964 participants** have completed the new training.

**“Much improved version of the first one I took at KUMC years ago. Exceeded my expectations.” - Participant**

**“I was pleased with the level of professionalism demonstrated by both the facilitators and the slide materials. The quality of the visuals was excellent, and the use of various videos was engaging.”  
-Participant**



*Maria Alonso Luaces, PhD,  
Education Associate  
Professor, Family Medicine  
and Community Health*



*Natabhona Mabachi, PhD,  
MPH,  
Volunteer Assistant Professor,  
Family and Community  
Medicine*

# CELEBRATING BELONGING

At KU Medical Center, we are committed to honoring and celebrating human diversity through a range of engaging initiatives. These initiatives include the First Generation Project, Heritage and Celebration Months, Affinity Groups, and four active DEI Committees. Our efforts are designed to educate the community about various groups' histories, cultures, and contributions within our society.

## Heritage Months include:

- Black History Month - February
- Women's History Month - March
- Arab American Heritage Month - April
- Asian Pacific Islander American Heritage Month - May
- Jewish American Heritage Month - May
- PRIDE Celebration Month - June
- Hispanic and Latinx Heritage Month - September 15 through October 15
- Native American Heritage Month - November







# FIRST GENERATION

## AT KU MEDICAL CENTER

Through the First Generation Project, KU Medical Center honors individuals who are the first in their families to pursue higher education or attain a graduate or professional degree. This initiative includes a partnership with the ProX summer internship program, which welcomes high school students to our campuses. Additionally, it features the KU Discover Health Careers Day in collaboration with the School of Health Professions, the School of Medicine, and the School of Nursing, as well as the observance of National First-Generation Day.

The First Generation Project has allowed us to showcase the numerous stories and accomplishments of employees and learners who identify as first-generation students. To explore these inspiring narratives, please visit <https://www.kumc.edu/diversity/programs/first-generation-project.html>.







# FIRST GENERATION

AT KU MEDICAL CENTER



# BLACK HISTORY MONTH

AT KU MEDICAL CENTER

Each year, KU Medical Center commemorates Black History Month through a diverse range of educational events, cultural celebrations, and community engagement initiatives. We have paid tribute to remarkable Black and African American historical figures across our campuses in Kansas City and Wichita. Furthermore, we participated in historical bus tours organized by Dividing Lines and the Smoky Hill Museum, which examined the effects of segregation in Kansas City and Salina. Our events have featured distinguished national speakers, including Uché Blackstock, MD and Phillip Atiba Solomon (formerly known as Goff), PhD. Additionally, we have highlighted significant medical and research opportunities, such as Professor Joan Lewis-Wambi's presentation on "The Complexity of Triple Negative Breast Cancer in African American Women."



**Phillip Atiba Solomon,  
PhD, Yale University**



**Uché Blackstock,  
M.D., NYT Best-selling  
Author, Speaker,  
Physician**



**Joan Lewis-Wambi, PhD, Associate Professor, Cancer  
Biology, Program Director, Graduate Program Director,  
SOM-Kansas City**







# WOMEN'S HISTORY MONTH

Celebrating Women in Leadership has been a central theme during Women's History Month at KU Medical Center. Activities have included coffee discussions, keynote presentations, and panel discussions featuring medical center employees, learners, and national speakers. Below is a list of curated presenters and panelists spanning 2022 to 2024.



**Diane Durham, Ph.D., Senior Associate Dean, Faculty Affairs and Development**



**Sally L. Maliski, Ph.D., RN, FAAN, Professor Emerita, SON**



**Jerrihlyn L. McGee, DNP, RN, CNE, Vice Chancellor, Diversity, Equity and Inclusion, Chief Diversity Officer**



**Liskin Swint-Kruse, Ph.D., Department Chair, Department of Biochemistry and Molecular Biology**



**Belinda Vail, M.D., MS, Department Chair, Department of Family Medicine and Community Health**



**Deena Woodall, MSN, RN, Clinical Instructor, KU School of Nursing-Salina**



**Joan Lewis-Wambi, PhD, Associate Professor, Cancer Biology, Program Director, Graduate Program Director, SOM-Kansas City**



**Tiffany Schwasinger-Schmidt, M.D., Ph.D., General Internist, Department of Internal Medicine, KU School of Medicine-Wichita**



**Sufi Thomas, Ph.D., Associate Professor, Department of Otolaryngology, KU School of Medicine**



**Dr. Joycelyn Elders  
First African American Surgeon General**



**Dr. Jennifer Taylor-Cousar  
National Jewish Health Professor of Adult and Pediatric Pulmonary Medicine**



**Dr. Michele Wright  
Co-Founder and Board Chair of the National Organization of African Americans with Cystic Fibrosis**



# ARAB AMERICAN HERITAGE MONTH

## AT KU MEDICAL CENTER

The Arab American Heritage Month planning committee has honored the cultural traditions, cuisine, and music of Arab Americans through a family-friendly "Party in the Park" celebration, through Community Member Spotlights, and by bringing forward timely Community Conversations. Community Member Spotlights celebrated the achievements of KU Medical Center Arab American employees and learners through digital and printed posters.

Community Conversations have been led by James Zogby, PhD, co-founder and president of the Arab American Institute, and by the medical center's Reem Mustafa, MD, PhD, MPH and Mohammad Alahmad, MD, emphasizing the contributions of Arabs to the fields of science and medicine.



*James Zogby, Ph.D., Co-founder  
and President of the Arab  
American Institute, a Washington,  
D.C.-based organization*





# ASIAN PACIFIC ISLANDER AMERICAN HERITAGE MONTH AT KU MEDICAL CENTER

Each year, the Asian Pacific Islander American Heritage Month Committee celebrates and commemorates their cultural heritage and pride through a series of events and educational programs. Featured events have included “Food as Medicine” presentations by Marissa Love, MD, Cultural Celebrations, Research Day seminars, Tai Chi and Chair Yoga demonstrations, Community Conversations, and engagement with community events such as the Wichita Asian Night Market.



**Marissa Love, MD,**  
*Assistant Professor,  
Allergy, Clinical  
Immunology, and  
Rheumatology*



**“Oh, my goodness it was such a blast. [Asian Night Market] I honestly can’t think of any improvement. It was the best-organized event I’ve been to in Wichita. Thanks again for making it happen with KU Med employees. Super appreciate you!”**





# JEWISH AMERICAN

## HERITAGE MONTH

AT KU MEDICAL CENTER

The Jewish American Heritage Month committee was formed in 2024 to bring forward educational awareness around antisemitism past and present and to amplify the lived experiences of Jewish Americans at KU Medical Center. A Community Conversation, "Understanding Contemporary Antisemitism," was facilitated by the Jewish Community Relations Bureau AJC, and the month was concluded with a Cultural Celebration.





# PRIDE MONTH

The KUMC proudly embraces PRIDE, and each year, the PRISM Affinity Group collaborates with the PRIDE Celebration Month planning committees to bring forward a remarkable celebration of community, allyship, and advocacy. Each summer, the medical center participates in the PrideFest Parade alongside the health system, encouraging attendees to purchase "Caring for Everyone" t-shirts, with proceeds benefiting local charities. Key events include keynote addresses, the PRIDE Month Celebration, and an annual Healing Event to foster solidarity and support within LGBTQIA+ communities. Noteworthy speakers have included Kyne Santos, the TikTok creator known for "Math in Drag," who shares insights about the glamorous intersection of mathematics and her experiences as a queer individual navigating a path in STEM.







# HISPANIC AND LATINX HERITAGE MONTH

AT KU MEDICAL CENTER

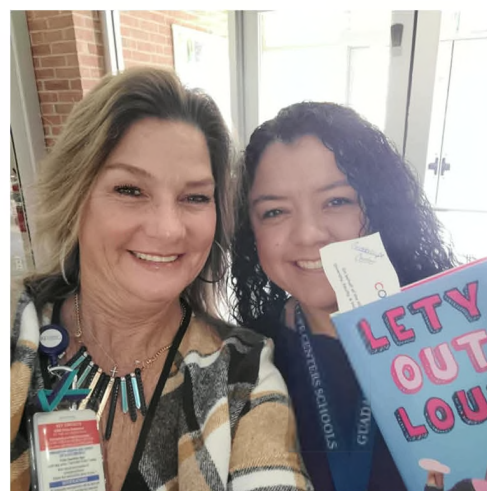
Every fall, the Hispanic and Latinx Heritage Month Committee and the Hispanic Friends Affinity Group organize community engagement events highlighting local Hispanic-serving organizations and entertainers. These events encompass educational discussions, keynote presentations, cultural celebrations, and author showcases. Noteworthy speakers and featured authors have included David X. Marquez, PhD, an associate professor of kinesiology and nutrition at the University of Illinois Chicago, and Angela Cervantes, a KU alumna and award-winning author.



**David Xavier  
Marquez, Professor,  
Interim Department  
Head, Kinesiology  
and Nutrition**



**Angela Cervantes,  
Author, KU Alumna**





# NATIVE AMERICAN HERITAGE MONTH

## AT KU MEDICAL CENTER

KU Medical Center's Native American Heritage Month planning committee, in collaboration with the Together, Indigenous People Inspiring Success Affinity Group (TIPIS), has honored Indigenous heritage through an art exhibit titled "The Heart is a Fist," displayed in the Murphy Hall Lobby. This exhibit featured contemporary works by artists from Haskell Indian Nations University, offering thoughtful explorations of critical issues affecting Indigenous Americans, including ancestral connections, boarding schools, and native stereotypes.

In addition to the art exhibit, the celebrations have included a special screening of Martin Scorsese's "Killers of the Flower Moon," a film based on true events from the 1920s highlighting the injustices faced by the Osage Nation. Following the screening, a Community Conversations was facilitated by Professor Jimmy Beason and Charles Walker, further enriching the dialogue surrounding these important topics.



*Jimmy Lee Beason II, MSW, Osage  
Nation HINU  
Professor Haskell University*



*Charles Walker  
Standing Rock Sioux Tribe  
Councilman at Large*

**"I wanted to extend my heartfelt gratitude to you, the Office for Diversity, Equity, and Inclusion, and the entire Native American Heritage Month Committee for organizing such a thought-provoking and impactful film screening of "Killers of the Flower Moon." I do appreciate providing us with this valuable opportunity to delve into such an important narrative. I look forward to participating in future events that celebrate and honor cultural diversity within our community."** -Hayrettin



**"Thank you, the Office of Diversity, Equity, and Inclusion, and the Native American Heritage Month Committee for bringing the opportunity to see Killers of the Flower Moon to the Salina Campus. I appreciated the opportunity to view the movie with colleagues on the Salina campus and to know that other campuses were getting the same experience. I'm sure offering the movie to all three campuses was challenging, but it is appreciated. I look forward to the discussion later today. Thank you again, and please let me know if I can support DEI in the future."** -Danielle Ast



# VETERANS WEEK

AT KU MEDICAL CENTER

In honor Veterans Day, the University of Kansas Medical Center will host, Veterans Week to include a variety of events in honor of Veterans and their family members. The week will commence with Taps performance, Coffee Break, and conclude with a keynote presentation. These events are made possible through collaborative efforts with The Registrar's Office, Faculty Affairs and Career Development and the Office for Diversity, Equity and Inclusion.



Dr. Christina Love's professional journey spans over 25 years. She is committed to fostering an inclusive organizational culture that values innovation, diversity, and employee engagement. Dr. Love is currently the Director of the Department of Enterprise Leadership (DEL) for the Army Management Staff College (AMSC), where she leads staff responsible for preparing senior leaders to lead and manage large organizations.



*Carrie Scala, EdD,  
Campus Registrar*



*Matt Anderson, BA,  
Assistant Registrar for  
Records*



*Jenny Laffey, BA,  
Director, Faculty Affairs and  
Career Development*



*Danielle Binion, EdD,  
Director, Office for Diversity,  
Equity and Inclusion*



# LEADERSHIP AND GOVERNANCE

## DIVERSITY, EQUITY AND INCLUSION CABINET & COMMITTEES

The Vice Chancellor's Diversity, Equity and Inclusion (DEI) Cabinet oversees campus-wide initiatives related to diversity, equity, and inclusion, focusing on community engagement, cultural competency, and professionalism. It includes appointed members from various campus units and community representatives, ensuring balanced and efficient participation. Members must serve on at least one of the four active committees dedicated to fostering a diverse and inclusive environment at the University.

The Accessibility, Diversity, and Inclusion Committee (formerly known as the Diversity and Inclusion Committee) is dedicated to enhancing inclusivity and representation at the medical center. This committee spearheads DEI training initiatives and oversees the annual Vice Chancellor DEI Awards. The most recent awardees include Kafayat Yusuf, SOM, Cancer Biology, Graduate Student, and Lead Ambassador (2024); Colleen Loo-Gross, MD, MPH, Assistant Professor, School of Medicine-Wichita, Family & Community Medicine (2023); and Advancement for Minority Students in Communication Sciences & Disorders (AMSCSD), KU Medical Center (Team Awardee 2023). Notably, they successfully launched the Diversibility Series, a campus-wide educational program focused on accessibility and the lived experiences of individuals with disabilities. This initiative involved collaboration with various departments, including Faculty Affairs and Development and the Edwards Campus American Sign Language and Deaf Studies program.

The Health Equity and Community Engagement Committee is committed to fostering sustainable solutions for health equity through community-based initiatives. Their goal is to collaborate effectively to minimize redundancy. This committee continues its partnership with the Black Archives of Mid-America on the REPAIR Project, which encompasses an oral history study aimed at documenting experiences of racialized trauma. The project is set to expand its focus to include additional marginalized groups.



*Millicent Odhiambo, EdD,  
LPC, Accessibility, Diversity  
and Inclusion Co-Chair*



*Julie Gallart, EdD,  
Accessibility, Diversity and  
Inclusion Co-Chair*



*Jason Glenn, PhD,  
Health Equity and  
Community  
Engagement  
Co-Chair*



*Jill Peltzer, PhD, RN,  
Health Equity and  
Community  
Engagement Co-Chair*



## Diversity, Equity and Inclusion Committees

The Metrics and Best Practices Committee is pivotal in advancing DEI initiatives by managing data, standardizing procedures, and supplying essential tools for stakeholders. In 2021, the committee introduced the DEI Toolkit, aimed at fostering a diverse and inclusive culture while highlighting the significance of diverse contributions in its development. Team collaboration and adaptability were instrumental in making strides toward this objective. In 2024, the committee unveiled the KUMC Analytics Dashboard, enhancing data transparency and demographic insights to bolster partnerships, collaboration, and recruitment retention efforts. The committee conceptualized the dashboard, with the development led by Kenyarda Thomas, AAS, Data Integration Engineer II.



*Julius Leary, PhD,  
Metrics and Best Practices Co-Chair*



*Tessa Rohrberg, MD,  
Metrics and Best Practices Co-Chair*

The Programming Committee plays a pivotal role in facilitating educational programs and community discussions that advance DEI initiatives. In 2023 and 2024, the committee successfully developed Juneteenth Celebrations and Jewish American Heritage Month into its programming. Following the successful launch of the Center for African American Health, the committee remains actively engaged in initiatives related to Juneteenth. Additionally, the committee supports the Turning the Page Book Club and Community Conversations while collaborating with the Office for International Programs on the Clinical Culture and Diversity Series.



*Alexa Smith, BA  
Programming Co-Chair*



*Danyele Shelton, PhD,  
Programming Co-Chair*

# STAY CONNECTED

Visit for upcoming events, announcements and other relevant links to the Cabinet, the Vice Chancellor Diversity and Inclusion Award, the Equal Opportunity Office, Veteran's Affairs and other campus units.

## Email

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## Social Media

@kumcdei

## Website

<https://www.kumc.edu/diversity.html>



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