2015 SEEDS “You Choose” Awards Application

University of Miami Miller School of Medicine
Office of Diversity and Multicultural Affairs

Stephen Symes, M.D., FACP
Associate Professor-Infectious Diseases
Associate Dean of Diversity & Multicultural Affairs
University of Miami Miller School of Medicine

Dimitri Augustine, M.D., M.S.
Resident Department of Internal Medicine
University of Miami Jackson Memorial Hospital

Nanette Vega, M.A.
Executive Director of Program
University of Miami Miller School of Medicine

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ABSTRACT

Founded in 1989, Cook Ross Inc. is a certified woman-owned consulting firm that specializes in organizational cultural development and transformation, leadership, and diversity & inclusion issues. This consulting firm establishes that everyone knows that all human beings sometimes feel more comfortable with some people and not with others. We all get “triggered” by exposure to different kinds of people. Unconscious perceptions govern many of the most important decisions we make every day and these perceptions can potentially have a profound effect on our personal and professional lives. It’s important to review and understand the impact of “unconscious bias” on our personal beliefs and professional behavior. Unconscious bias informs important decisions made.

The University Of Miami Miller School Of Medicine currently supports the Associate Dean of Diversity and Multicultural Affairs, faculty member to attend the AAMC annual meeting. The American Association of Medical Colleges AAMC also organizes annual meetings for early, minorities and mid-career women faculty development that some but not most faculty on our medical campus have the support to attend. By organizing local initiatives in faculty development we would provide guidance to faculty members in a larger forum.

Our common purpose “At the U, we transform lives through teaching, research and service.” Diversity is a key value in our cultural transformation initiative. The full day workshop entitled Everyday Bias Workshop for Healthcare Professionals would be in line with our values.

GOALS

The Everyday Bias Workshop will explore how assumptions affect choices around communication, innovation, hiring, engagement, management, promotion, marketing, and building organizational culture. Learn more at the one-day Everyday Bias Workshop for Healthcare Professionals where participants will delve into current research on unconscious bias, learn cutting-edge interventions, and create strategies to enact real change in themselves and their institutions.

Taught by nationally-recognized consultant and author Howard Ross of Cook Ross Inc., in partnership with the AAMC, this professional development opportunity is designed for faculty, deans, and executives at academic health.

After attending, one participant said, “I was able to provide the Executive Council and others an outline to ensure diversity and inclusion indicators and outcomes are embedded in the institutional effectiveness review of our strategic plan.”

The Office of Diversity and Multicultural Affairs office strives to coordinate programs to support our diverse faculty and celebrate their achievements. The Miller School of Medicine is
committed to fostering diversity. Diversity enriches the medical environment by building mutual respect and teamwork to prepare students, faculty members and staff for citizenship in an increasingly complex society. It strengthens the environment by providing opportunities for communication between people of varied backgrounds, promoting personal growth and a healthy community by encouraging critical thinking and challenging preconceptions. Furthermore, as a diverse community, the school is better prepared to face the challenges of the future, in advancing medical knowledge with research, and in dealing with the clinical needs of our society.

**Mission Statement and Objectives**

To advance a learning and working environment in which each student, faculty member, employee and trainee is encouraged and empowered to reach his or her fullest potential regardless of age, gender, race, religion, ethnicity, disability, sexual orientation, socioeconomic, or political background.

To develop a healthcare workplace that will fulfill our commitment to caring for a diverse, local and international community.

The Office of Diversity and Multicultural Affairs offices was designed:

- To recruit, develop, and retain, committed and diverse academic community able to lead and promote excellence and innovation.

- To assess and monitor measurable outcomes that can serve as markers of progress regarding the hiring, promotion and retention of a diverse faculty and work force.

- To align key systems and processes to reflect and promote diverse academic experiences for medical students.

- To support the continued promotion and professional development of members of the academic community during times of life transition such as childbirth, eldercare and other personal responsibilities and professional transitions such as retirement.

- To support community outreach programs to encourage and mentor middle school and high school, college, medical students and medical residents to enter academics, especially in fields in which diversity is lacking (e.g. women and underrepresented minorities in science and engineering).
The overall goal of the workshop is to support the advancement of faculty and residents through an interactive workshop that promotes advocacy, education and networking opportunities. This seminar will also expose faculty to available professional development opportunities both locally and nationally. These resources would provide support in achieving career success in the sciences.

**Symposium Objectives:**

- Didactic and interactive sessions to explore evidence-based research on bias.
- Strategies to recognize and mitigate bias.
- Language to convince others of the necessity for new interventions.
- Participants guide and takeaway wallet card.
- Networking opportunity. There is a need for more networking type events. The University of Miami is a mid-size institution separated by three main campuses. There are not many opportunities for faculty to come together in an academic setting aside from SEEDS related events. This event would help support the SEEDS mission.
- At the end of the program, participants will be asked to complete an assessment on the symposium to evaluate program impact. Findings will be shared with SEEDS leadership.

**BUDGET**

We are seeking to support an Everyday Bias Workshop for Healthcare Professions.

This invite will be open to all faculty and Residents.

The estimated costs are:

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<tr>
<th>Description</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Key note speaker Hotel/Transportation</td>
<td>$2000.00</td>
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(We will engage other departments to cost share the speaker’s honorarium. The amount listed above is a 3rd of the speakers estimated rate).

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<tbody>
<tr>
<td>Cost of advertisement</td>
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(In house printing to save on cost)

<table>
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<th>Description</th>
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<tbody>
<tr>
<td>Refreshments/coffee break</td>
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<table>
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<tr>
<td>Total</td>
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