

Unique Perspectives

Celebrating Diversity, Inclusion and Equity in the University of Missouri's School of Medicine | Volume 2, Issue 3

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Contributor's Notes:

Brought to you by the School of Medicine Faculty and Staff Diversity and Inclusion Committees. To be disseminated 5 times per year.

-To submit diversity and inclusion news and events, please e-mail:

folkerts@health.missouri.edu

and

reeves@health.missouri.edu

-To find out more about what's going on in the University of Missouri School of Medicine's diversity and inclusion efforts, go to:

<https://medicine.missouri.edu/about/office-diversity-and-inclusion>

In the Spotlight: Treaka Young, MA, MEd



Treaka Young is an Outreach Coordinator in the Missouri Telehealth Network's Show-Me ECHO program.

What is your definition of diversity and how do you think diversity and inclusion relate to one another?

God teaches us in Holy Scripture that the human race is one. As Paul preached to the Athenian philosophers, "From one God made every nation of the human race, that they should inhabit the whole earth" (Acts 17:26). It is within this greater context of unity that humanity's diversity rightly appears.

My definition of diversity means having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests working together for the common good of all. Diversity is about what makes each of us unique; it includes our background, personality, and life experiences. The combination of our differences is what actually shapes our view of the world, our perspectives and our approach to one another. Diversity and inclusion go hand in hand, each playing a major role in maximizing the strength of individuality. While diversity is asking, "who is in the room," inclusion is asking, "have everyone's ideas been heard?". A

metaphor for an inclusive and diverse environment would be a choir that needs and welcomes all of the different voice ranges—each needing to be heard—for a beautiful rendition of a song. I believe that both diversity and inclusion are necessary ingredients in promoting and respecting everyone's individuality.

Tell us about Show-Me ECHO. When was it implemented, who it is for, and how does it help inclusivity and accessibility to quality healthcare?

The Missouri Telehealth Network/Show-Me ECHO program was implemented in 1994, bringing telehealth services to Missouri residents. ECHO stands for Extension for Community Healthcare Outcomes. Today Show-Me ECHO continues to lead efforts in clinical training with an emphasis to move knowledge, not people, via videoconferencing technology to connect a team of interdisciplinary experts with primary care providers in rural or remote areas. My role as an Outreach Coordinator is to educate health care providers, i.e., pharmacists, physician assistants, social workers and counselors about the benefits of Show-Me ECHO. We offer free Continuing Educational Units (CEUs) for simply logging into the one-hour sessions. Using Zoom we are able to bring the group together and provide them with a 15-minute didactic and a HIPAA compliant case review on a multitude of topics. Show-Me ECHO has grown from three topics, such as pain management, dermatology, and Hepatitis C in 2017 to now having over 40 topics including Hypertension, diabetes, COVID 19 and Foot Preservation. We continue to expand topics as needed. Anyone interested in registering to participate in our ECHO programs can register in Show-Me ECHO at www.showmeecho.org or by contacting me at youngtre@health.missouri.edu and I will be happy to assist them.

(Spotlight continued on page 2...)

Activity Highlights

Summer Research Internship in Medical Sciences~ In June and July, six undergraduate students from groups underrepresented in medicine participated in the Summer Research Internship in Medical Sciences and the MU Institute for Clinical and Translational Sciences. Each undertook an individual research project with an MU faculty mentor, attended a lecture series and participated in a Patient Based Learning session. The students pictured below from left to right are: Coralyn Cintron from Universidad del Sagrado Corazon, Adriana Coman from Grinnell College, Anissa Morrison from University of California- Santa Barbara, Robin Clay (manager of Diversity and Inclusion initiatives), Anya Nowbuth from Lusaka Apex Medical University in Zambia, Kennedy Schmohe from Central Methodist University, Zainab Ibitoye from Washington University in St. Louis and Andrea Simmons (MedPrep program director) with her daughter Kyndall. All students are interested in pursuing careers in medicine. The program is organized by Debbie Taylor and the SOM Office of Diversity and Inclusion. To learn more, click [here](#).



(Spotlight continued from page 1...)

Please describe your role in the SOM as it relates to promoting diversity and/or inclusion and how you help to create an environment that is welcoming for everyone.

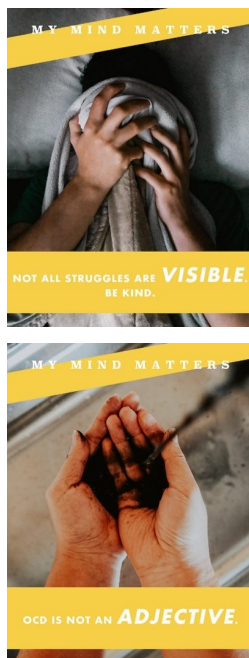
As a member of the Diversity, Equity and Inclusion committee for Show-ME ECHO and the SOM, I bring real life experiences of systemic exclusion and divisiveness to the team. I work to educate the healthcare industry on matters as they pertain to the African American community with a goal to build a bridge of appreciation and respect to others' unique situations and experiences. I personally believe that the key to dealing successfully with diversity is open and honest communication. I have taken personal responsibility to learn about my coworkers' individuality and to be a trusted listener to all.

How do you encourage others to honor the uniqueness of each individual?

I find that honoring and respecting a person's unique qualities is key to promoting true diversity. The best way to encourage others to is to model the behavior oneself. I value getting to know my colleagues and asking them about their experiences and beliefs. I work daily not to be judgmental, even when another's perspective is not mine. I remind myself that not everyone thinks the way I think, knows the things that I know, nor believes what I believe, and this helps me to be more tolerant of others. I feel that modeling a non-judgmental position in the face of differences has the potential to increase others tolerance for my perspectives.

Thoughtful Thursdays~ MU Health Care's Pride Network Employee Resource Group presented, "I See You", via Zoom as the latest installment in the *Thoughtful Thursdays* webinar series on August 19. Danielle Dunlop, clinical manager in nursing administration at MOI, moderated the hour-long panel discussion with three other MUHC employees. The group discussed the importance of inclusivity, respect and providing a safe space in the workplace for individuals in our MU LGBTQIA+ community. One way to do this is by learning our co-workers' preferred pronouns. The group introduced the creation of pronoun "badge buddies" that were distributed at various MUHC locations on August 26-27. Another great resource is the [Healthcare Equality Index](#) that evaluates healthcare facilities' policies related to inclusion and equity of their LGBTQIA+ patients, visitors and staff. "I See You" can be viewed [here](#).

Mental Health Awareness~ In May we celebrate National Mental Health Awareness Month. This recognition was established in 1949 by the organization Mental Health America to increase awareness of the importance of mental health and wellness and to promote acceptance, support, prevention and recovery from mental health conditions. This past May, the School of Medicine recognized the month by displaying a narrative-based photo campaign created by recent University of Missouri medical student alumni entitled *#MyMindMatters*. This statement piece brings to life the real struggles of mental illness and how it should not be ignored or stigmatized. It intends to initiate dialogue helping to break the silence around mental illnesses and to take real steps toward creating healthier individuals and communities. To see the full collection and narrative, click [here](#).



Juneteenth~ A long overdue national acknowledgment took place over the summer with Juneteenth officially becoming a federally recognized holiday. On June 17, 2021, the Juneteenth National Independence Day Act was signed into law by President Biden. Juneteenth has been celebrated in various parts of the US since 1865. On June 19 of that year in Galveston, Texas, the last groups of enslaved African Americans were notified in a public reading by Union General Gordon Granger that the Emancipation Proclamation had declared all slaves to be free. In Columbia, a guided tour of the African American Heritage Trail was hosted by the Regional Economic Development Inc. group and a block party at Douglass Park was co-sponsored by MU's Office of Inclusion, Diversity and Equity and Columbia Parks and Recreation.

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A Look Back...



Pictured above is the Progress Pride Flag that debuted in June 2021. The design incorporates a more inclusive look to represent transgender, intersex, Black, brown and other people of color.

The LGBTQIA+ community has a long history of fighting for visibility and recognition, contending for civil rights from congress to the courtroom. Although there has been advancement in the American mainstream culture and state laws, the LGBTQIA+ community continues to confront real discrimination and isolation in many areas of their everyday lives. In this issue, we take a brief look back at the history of the LGBTQIA+ communities' relationship with the University of Missouri, celebrate the progress we've made and support our efforts to continue to move our health system forward.

In the 1940s and 50s, the University of Missouri, like many other institutions at that time, treated homosexuality as an illness or psychological disorder and responded to students who identified with homosexuality as such. In 1971, a student organization known as Gay Liberation was denied recognition at the University of Missouri-Columbia. Even in 1973 when the American Psychiatric Association removed homosexuality from the Diagnostic and Statistical Manual of Mental Disorders (DSM) as a psychological disorder, the student group would continue a legal battle for their rights to be a recognized student organization on campus. The battle went all the way to the Supreme Court who refused the case in 1977, which then upheld the final decision of the 8th Circuit Court of Appeals, stating the University, "had no right to restrict speech or association simply because it finds the views expressed to be abhorrent". [Gay Liberation](#) was finally given campus recognition as a student organization in April 1978.

Over 40 years later, there are now over 10 student organizations in support of the LGBTQIA+ community on the University of Missouri's campus, including Mizzou Healthcare Pride Alliance here at the School of Medicine. The Pride Network is an active Employee Resource Group (ERG) that provides support and education at MU Health Care. The School of Medicine has a growing number of primary care and subspecialist providers who deliver gender affirming care to the community. The faculty-sponsored, student-run MedZou clinic organizes a weekly gender affirming clinic for uninsured patients. The School of Medicine continues to work to incorporate sexual gender minorities and knowledge of the LGBTQIA+ community into the medical school curriculum with the goal of enhancing the cultural sensitivity of our medical students and creating an environment of cultural safety for our patients.

The School of Medicine continues to strive to make our community one of recognition and inclusivity. Although the SOM is unable to have a physical presence at the Mid-Missouri Pridefest this year due to COVID, we hope you are able to visit our display at the event and enjoy the month-long celebration here at MUHC.

Gender Affirming Health Care Providers

Primary Care

Well care, general medical care, hormonal consultation and specialty referrals for trans needs.

**Family Medicine
Keene Street**
(573) 882-8000

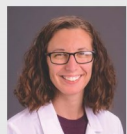


Natalie Long, MD

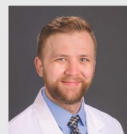


Veronica Sievert, MD

**Family Medicine
Battle Avenue**
(573) 884-6851



Ashley Millham, MD



Michael Ulen, MD

**Pediatric and
Adolescent
Specialty Clinic**
(573) 882-6921
(Patients 11-19 years old)



Melissa Lawson, MD



Aneesh Tosh, MD

**Family Medicine
South Providence**
(573) 884-7733



Krystal Foster, MD



Amelia Frank, MD



Amanda Swenson, MD

MedZou Community Health Clinic

Primary Care and
Gender-Affirming
Clinic for uninsured
individuals

A faculty-sponsored and student-run clinic for uninsured residents of central Missouri with the goal of providing high-quality, comprehensive care at no cost to patients. Appointments are available every Thursday from 5 to 9 pm. Specialty clinics including a "Gender Affirming Care Clinic," for HRT and other care are also available.

To schedule an appointment,
call (573) 356-2499.





Adebayo "Bayo" Bello is a 3rd-year medical student. To get to know Bayo better, we asked him these 5 questions:

Give Me 5!

1. If you could live anywhere or do anything, where/what would it be?

I would love to be able to talk to animals. I'd love to ask my dog whether he dreams of me like I dream of him!

2. What is your favorite food or restaurant?

My favorite food is fish and chips.

3. What is a favorite cultural/family tradition you celebrate every year?

We haven't done this since I was a boy but I loved "Sunday rice". Sunday rice is a weekly fixture in most Nigerian homes. After church services on Sundays, a rice dish is usually prepared. It could be plain white rice and stew (made with tomatoes and pepper) with fried plantains, chicken, beef or fish. On special occasions it could be jollof rice—happy days!

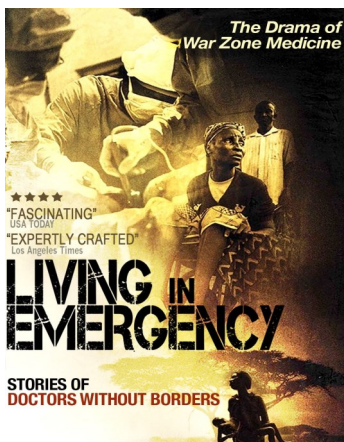
4. FUN FACT!

I have an insane amount of Spiderman memorabilia.

5. If you could make one change in the world, what would it be?

To completely eradicate diseases of all kinds.

Brain Food



August 19 is recognized as World Humanitarian Day. It pays special tribute to the tremendous contributions and bravery of aid workers who have dedicated their lives, and often lost them, to serve populations that lack basic human rights and care for their essential needs. This December will mark 50 years since Doctors Without Borders was created by a group of volunteer physicians and journalists that saw a need to provide medical services to those in need despite political, religious or national boundaries. In 2010, the documentary *Living In Emergency* was released as the first uncensored look into the lives of four Doctors Without Borders physicians working in western Africa after the Second Liberian Civil War. Due to the harsh and often dangerous situations in the countries they are in, many doctors do not serve beyond their six-month mission. As we can see from current events such as the devastating earthquake in Haiti and the situation currently unfolding in Afghanistan, projected to become a humanitarian crisis in the coming months, the vital services of Doctors Without Borders and its many volunteer nurses and staff will always be in demand. 2020 was another busy and stressful year for the organization due to the global pandemic. Doctors Without Borders created a timeline of their efforts called *Scenes from a Pandemic Year* that can be viewed [here](#). The film *Living in Emergency* can be viewed in its entirety [here](#).

Calendar of Events~

Upcoming events on campus and in the Columbia community



*WIMMS next First Friday Empower Lunch is, *How to Make Stress Your Friend*, by Kelly McGonigal on **September 3**, 12-1pm. To view the video, click [here](#). **October 1** from 12-1pm will feature, *How to Speak So That People Want to Listen*, by Julian Treasure. To view click [here](#). The Zoom link to join each session is [here](#).

*The Association of American Medical Colleges (AAMC) will be hosting three upcoming education conferences on the following topics:

-**Minority Faculty Leadership Development** on [September 13-14](#)

-**Mid-career Minority Faculty Leadership** on [October 27-28](#)

-**Leadership Development for Women Faculty in Medicine and Science** on [December 7-9](#)

Click on the dates for more information and to register.

*Mark your calendars and stay tuned in to your inbox for details on the upcoming *Thoughtful Thursdays* sessions hosted by MU Health Care and our Employee Resource Groups (ERG) on **September 16** and **October 21**.

*The Mid-Missouri PrideFest returns to Columbia for 2021, **August 28-29**, and will be held at Rose Music Hall. This event is free and open to the public. PrideFest has been a part of Columbia's LGBTQIA+ community for over 16 years and is organized by the Center Project. To volunteer or for more information, click [here](#).

Disclaimer: Event dates and times are subject to change. Thank you!