

OFFICE OF DIVERSITY & INCLUSION
2019 IMPACT REPORT

AN UPDATE ON DIVERSITY & INCLUSION INITIATIVES
BIOLOGICAL SCIENCES DIVISION (BSD)



THE UNIVERSITY OF
CHICAGO

Biological Sciences
**Diversity
and Inclusion**

Message from the Dean

The Biological Sciences Division at the University of Chicago is home to a diverse community of faculty, students, staff, and trainees across our core mission areas. Whether it's participating in our outstanding learning environment in the Pritzker School of Medicine, PhD programs in the biosciences, or undergraduate teaching through the Biological Sciences Collegiate Division, our students and faculty alike value the broad range of perspectives that each of us brings to our educational mission.



Research at the highest level is most innovative and impactful when many different perspectives and approaches are brought to the laboratory. Patient care is enhanced through our diverse community of clinicians, who provide outstanding care to our patients. In every respect, our tripartite mission is enhanced by the many different backgrounds, opinions, and approaches of our faculty, students, and staff. As we strive towards continuous improvement in these areas, we also must come together to ensure we are committed to an inclusive approach to recruiting faculty and promoting a welcoming and supportive climate for everyone in the BSD. The BSD Office of Diversity and Inclusion was created to further enhance efforts within our departments, educational, and training programs to foster greater equity, diversity, and inclusion. Under the leadership of Iris Romero, MD, the office has led our institutional efforts to enhance the pipeline, support departments in efforts to increase recruitment from underrepresented groups, and provide mechanisms for supporting scholarship. This report outlines a number of initiatives led by this office. I hope you will continue to work with them to advance this important work across the Biological Sciences Division.

A handwritten signature in black ink that reads "K Polonsky". The signature is written in a cursive, flowing style.

Kenneth Polonsky, MD

Richard T. Crane Distinguished Service Professor of Medicine
Dean of the Biological Sciences Division and the Pritzker School of Medicine
Executive Vice President for Medical Affairs

Our Mission



Iris Romero, MD
Dean for Diversity & Inclusion
Associate Professor of Obstetrics & Gynecology
She/Her/Hers

The Office of Diversity & Inclusion works as an extension of the dean to increase the hiring and advancement of underrepresented groups in the BSD. In addition, we advocate for and support a culture in which inclusion is appreciated and nurtured as a central priority across the division's departments and programs. Our work focuses on not just race and ethnicity, but also the ways sexuality, gender, class, and religious identity impact our community. We believe that the study of science and the practice of medicine are enhanced when scholars, clinicians, and staff can insert their full perspectives into the work that they do.

Staff



Hannah Lawrence
Assistant Dean for Faculty
Advancement & Diversity
She/Her/Hers



Beatrix McBride
Program Administrator
She/Her/Hers



Tobias Spears
Director of Diversity Initiatives
He/Him/His



Janiel Santos
Diversity Initiatives Intern
She/Her/Hers



Partner Spotlight

BSD Diversity Committee

Co-Chairs: Eileen Dolan, PhD, Dept. of Medicine
Adam Hammond, PhD, Biophysical Sciences

Includes: *Office of Graduate Affairs*
Office of Postdoctoral Affairs

Office of the Provost

Melissa Gilliam, MD
Vice Provost

University of Chicago Medicine, Urban Health Initiative

Brenda Battle, RN, BSN, MBA, Vice President, Urban Health Initiative and Chief Diversity, Inclusion, and Equity Officer

Pritzker School of Medicine, Multicultural Affairs

Monica Vela, MD, Associate Dean for Multicultural Affairs

IMPACT 1: INCLUSIVE CLIMATE

CREATING A DIVISION WHERE PEOPLE FEEL SUPPORTED, VALUED, AND RESPECTED AS INDIVIDUALS WITH DIVERSE BELIEFS AND PERSPECTIVES.

INCLUSION MENU & CUSTOMIZED DIVERSITY PROGRAMS

The **Inclusion Menu** brings programming to local units. The menu features five workshops that are facilitated in already-scheduled faculty meetings or lab groups. In addition, The Inclusion Menu supports our mission by increasing the number of faculty who engage with the office. For FY19 we added a fifth option to the series, a program called Confronting Microaggressions. Since the launch of the menu in 2017, Over **140** faculty and more than **200** other BSD constituents (students, trainees, staff) have participated.

SELECT PRESENTATIONS 2019

- **Examining Privilege - Radiology**
- **Confronting Microaggressions - Women in Surgery Breakfast**
- **Beyond LGBTQ Safe Space - BSD Open Session**
- **Inclusive Language - Molecular Genetics & Cell Biology**
- **Thinking Inclusion - Chicago Comprehensive Cancer Center**
- **Implicit Bias Sessions:**
 - **Postdoctoral Affairs**
 - **Women in STEM Symposium**
 - **Section of Gastroenterology**
 - **Section of Neurosurgery**

THE INCLUSION MENU

Meeting | Engaging | Understanding

The Inclusion MENU features 50-minute conversation starters themed around diversity and inclusion. Unlike programming where you come to us, we bring these thinkshops to you in your faculty & staff meetings, labs, or gatherings. Our goal is to bring diversity and inclusion programs directly to where you work. If you're interested in hosting a session check out the instructions below.

HOW IT WORKS

STEP 1
Review our list of 50-minute program options.

STEP 2
Contact diversityoffice@bsd.uchicago.edu with the thinkshop you'd like us to facilitate in your department or area.

STEP 3
You arrange a room and invite participants from your department or area. We recommend that you use an existing faculty/staff meeting time.

STEP 4
We show up at your scheduled meeting and lead the conversation around the topic you selected.

THINKSHOP OPTIONS

1. IMPLICIT BIAS: A PRIMER
We've all heard about implicit bias, but few of us understand its magnitude. This session explores the latest in behavioral science to both raise awareness about implicit bias, and identify strategies to reduce its impact.

2. EXAMINING PRIVILEGE
This session begins a conversation about how those with social privilege can work to address the conditions that lead to the marginalization of people who do not hold those same levels of social status. This session can be tailored to focus on particular manifestations of privilege (sex, heterosexuality, "abled," socioeconomic) or be a more general session.

3. CREATING LGBTQ SAFE SPACES
While tremendous gains have been made on LGBTQ+ issues, queer and trans people still face obstacles at work and in the examination room. This session helps participants create atmospheres where LGBTQ+ people feel included and safe.

4. GENDER IDENTITY & EXPRESSION
This workshop explores how we can support people who experience trans identities. We will discuss pronouns, gender inclusive terms, and use the educational work of trans activists to learn about gender identity and expression.

5. CONFRONTING MICROAGGRESSIONS
Microaggressions and their impact are not always well understood. In this session, participants will be introduced to the concept and learn how to effectively address their impact on other people.

CONTACT INFO

TOBIAS SPEARS
tspears@bsd.uchicago.edu

PARTNER SPOTLIGHT

University of Chicago Medicine
Diversity, Inclusion, and Equity Dept.
 Cultural Competency Course
Facilitated by Joel Jackson
Assistant Director, Inclusion & Training

SMALL GRANTS PROGRAM

The Office of Diversity & Inclusion awards grants to faculty, students, residents, fellows, and staff who are URM (traditionally underrepresented in their fields) or who do work focused on diversity & inclusion related initiatives.

SELECT RECIPIENTS

Evelyn Campbell, Student
Microbiology
 Symposium to help TAs develop skills for inclusive teaching in STEM classrooms.

Anthony Hung, Student
Pritzker School of Medicine
 Funding to develop curriculum to increase knowledge of health needs, disparities, and cultural issues pertaining to Asian American populations.

Nicholas Venturelli, MD, Resident
Pediatrics
 Funding to provide pediatric residents and faculty ID card attachments to declare personal pronouns.

Jennifer Wolf, MD, Professor
Orthopedic Surgery and Rehabilitation Medicine
 Hosted Perry Initiative to inspire young women to be leaders in orthopedic medicine.

Nancy Schwartz, PhD, Professor
Biochemistry and Molecular Biophysics
 Funds to support the career progression of underrepresented students in biomedical research.

Candice Norcott, PhD, Assistant Professor
Psychiatry and Behavioral Neuroscience
 Funds to support a public screening and discussion of *Pushout: The Criminalization of Black Girls in Schools*.

22

Small Grants Awarded
in FY 19

INCLUSIVE CLIMATE

RESOURCE GROUPS

Resource Groups (RGs) provide BSD and university constituents with opportunities to convene around shared interests and identity intersections. RGs are a strong asset to the division and the larger institution. These groups are open to all members of the university community.



MEMBERS OF
BLACK MEN ENGAGED



MEMBERS OF HLX

Black Men Engaged

A group that creates mentorship and professional development for Black men

HLX

A group that provides professional development for Hispanic/Latinx people

LGBT+

A group which provides safe spaces to learn and network as out professionals

UC Global

A group that seeks to address the needs of the university's international population

Muslim Inclusion

A group that aims to address the needs of Muslim people on campus

NOTICE

A network for the advancement of women of color into professional leadership roles

UC Moms

A network of mostly women who convene around work-life balance and parenting



PARTNER SPOTLIGHT

Resource Group Stakeholders

UCM Human Resources
UCM Diversity, Inclusion, and Equity Dept.
BSD Human Resources
Office of the Provost

CHICAGO PRIDE

Chicago is home to one of the largest Pride celebrations in the country. Each year we partner with the LGBT+ RG to sponsor and organize the University's participation in Chicago's Pride Parade. In 2019 we had over 70 participants.



IMPACT 2: SUPPORTING UNDERREPRESENTED FACULTY

ADVOCATING FOR THE HIRING OF UNDERREPRESENTED FACULTY, TO ASSIST THEIR GROWTH AS LEADERS, AND TO PROVIDE SUPPORT FOR THEIR PROMOTION AND ADVANCEMENT.

Enhancing the Faculty Search Process

Beginning in fall 2018, we focused on increasing the diversity of the faculty by engaging more directly in the search process. We collaborate with search committees by sharing best practices, researching and identifying potential applicants, and meeting candidates when they interview on campus.



Faculty Directed Initiatives to Support the Search Process

Identifying Prospective Faculty

In conjunction with departments, the office maintains reliable cohorts of strong URM faculty applicants.

Basic Science Departments Outreach Plans

In FY 19 Basic Science Departments created actionable items to build cohorts of potential URM faculty applicants.

Consulting with Search Committees

We consult with faculty search committees on issues like implicit bias training and/or steps to broaden the applicant pool.

Faculty Interviews

On invitation, we meet with faculty candidates who are interviewing.



Partner Spotlight

Faculty Directed Initiatives
BSD Office of Academic Affairs
BSD Office of Faculty Affairs
Office of the Provost

Faculty Diversity Career Advancement Grants

Our faculty grants program awards between \$2,000 - \$5,000 to support research or professional development endeavors. Faculty have noted that our grants help them produce research or partake in professional development initiatives in a time frame much shorter than other funding mechanisms.

FY 19 RECIPIENTS

Russell Reid, MD, PhD

Professor of Surgery

To build retrospective and prospective databases for trauma-related patients cared for by the section of plastic and reconstructive surgery.

Daniel McGehee, PhD

Professor of Anesthesia

To attend the Annual Biomedical Conference for Minority Students (ABRCMS) in Indianapolis.

Aresha Martinez-Cardoso, PhD

Instructor for Public Health Sciences

To attend the Epigenetics Boot Camp: Planning and Analyzing DNA Methylation Studies workshop at Columbia University School of Public Health.

Hatim Hassan, MD, PhD

Assistant Professor of Medicine

To test the hypothesis that the IBD and obesity associated altered gut microbiome contributes to the pathogenesis of IBD and obesity associated hyperoxaluria.

Adriana Olson, MD

Assistant Professor of Medicine

To attend the CORD (Council of Residency Directors) Emergency Medicine Academic Assembly.

Nabil Abou Baker, MD

Assistant Professor of Medicine

To create a novel curriculum that will teach residents and faculty the essential skills in management of patients with sickle cell disease complications and related pain.

Carla Harmath, MD

Assistant Professor of Radiology

To attend the AAMC conference, Leadership and Management Foundations for Academic Medicine and Science.

Olatoyosi Odenike, MD

Associate Professor of Medicine

To attend the AAMC conference, Leadership and Management Foundations for Academic Medicine and Science.

Robert Carrillo, PhD

Assistant Professor of Molecular Genetics and Cell Biology

To identify the molecular tags and to mechanistically understand how cell surface protein interaction mediates cell-cell recognition.

Sandra Laveaux, MD

Assistant Professor of Obstetrics and Gynecology

To assess the effect of preoperative administration of polyethylene glycol (PEG) on postoperative constipation in women undergoing minimally invasive hysterectomy procedures.

Loren Saulsberry, PhD

Assistant Professor of Public Health Science

To participate in a three-month intensive faculty success program at the National Center for Faculty Development and Diversity.

Arshiya Baig, MD

Associate Professor of Medicine

To support research improving health disparities in diabetes for Latino populations.



**FACULTY RESEARCH &
SMALL GRANTS
PROGRAM**

*Proposals Due Third Friday of Each Month
Starting July 2019 - Ending April 2020*

12

**Faculty grants
awarded in FY 19**



Warner-Reynolds Leadership Academy 2019

Women Choosing Leadership | The Art of Finding Your Inspiration & Engaging Others



Each spring we coordinate a day-long leadership academy that welcomes between 25 - 35 women and URM faculty. This past year we extended invitations to BSD and Pritzker students, as well as trainees. The program features a national expert who leads workshops on topics related to professional development. The academy helps foster a robust network for our women and URM faculty. Warner-Reynolds is funded by a generous donation from Pritzker alumna, Nancy Warner, MD.

Faculty Diversity Committee (FDC)

The Faculty Diversity Committee is comprised of faculty from all ranks who are interested in both faculty retention and faculty hiring. This committee is chaired by Iris Romero. Below are two initiatives led by the group in FY 2019.

Ambassadors Program

When new URM faculty join the division, an FDC member initiates a welcome meeting. The goal is to build community and share diversity & inclusion resources. In the process we learn more about the faculty member and connect them to others who may be useful in building their professional network. The program was launched in January 2017.

Faculty of Color Lunches

We hosted 20 faculty members over a series of lunches. During these gatherings we discussed our mission and vision, as well as devoted time to hearing about the professional progress of the faculty in attendance. We also encouraged faculty to use this time to discuss their research interests and to build professional synergy across colleagues.



New Faculty with their Faculty Ambassadors joined by Office Staff

IMPACT 3: DIVERSE PIPELINE

ENHANCING STEM FIELDS BY COLLABORATING WITH UNIVERSITY PARTNERS TO INCREASE AND SUPPORT URM RETENTION AND PARTICIPATION IN SCIENCE AND MEDICINE.

Advising

HOUSE STAFF DIVERSITY COMMITTEE (HDC)

Collaborating with our partners in **Graduate Medical Education**, we sponsor and advise the House Staff Diversity Committee. The group is a place for residents and fellows from all programs to come together for community and the exchange of ideas. HDC provides a forum to meet and enhance leadership skills, as well as to learn about advocacy, self-awareness, social justice, and intercultural understanding. The resident led group holds two events per quarter.

COMMITTEE LEADERSHIP



President
Ashley Suah, MD
Surgery Resident
PGY6



Vice-President
Alanna Burnett, MD
Pediatrics Resident
PGY3



Cosponsorship

In addition to hosting a workshop about Implicit Bias, we cosponsored the Women in STEM Symposium in spring 2019. The event was student organized and sought to bring professional development to women pursuing STEM fields.



The University of Chicago chapter of the Society for the Advancement of Chicanos and Native Americans in Science



With our partners in **BSD Graduate Affairs** and the **Physical Sciences Division (PSD)**, each year we co-sponsor the **SACNAS** Midwest-Regional Conference. SACNAS is student led. The 2019 conference theme, Identity and Inclusion in STEM: Empowering Across Boundaries, was "intended to celebrate and support the continued success of diverse scientists from all disciplines and professional stages." SACNAS at UChicago was recognized nationally as "Chapter of the Year."

Empowering Pipelines

We support pipeline programs by helping to create diversity and inclusion interventions that foster the inclusion of traditionally underrepresented groups into science and medicine.

In 2019 we facilitated an initiative with Chicago EYES on Cancer and researchHStart, two pipeline programs within the division's Comprehensive Cancer Center. This included a morning-long diversity workshop for 40 high school students, college students, and high school teachers to reflect on the importance of diversity and inclusion in science.



After convening a Pipeline Programs Summit, an online hub was created on the Office of Diversity & Inclusion website to centralize the many pipeline programs housed within the BSD. Those interested in science and medicine can peruse the database to learn about our robust initiatives designed to diversify and make STEM fields more accessible.

Click on a selected box below to view the database (Digital Version)

| | | | |
|---|---|---|--|
| <p>FOR HIGH SCHOOL STUDENTS</p>  | <p>FOR COLLEGE STUDENTS</p>  | <p>FOR GRADUATE STUDENTS</p>  | <p>FOR POST DOCTORAL FELLOWS</p>  |
|---|---|---|--|

THE UNIVERSITY OF CHICAGO Biological Sciences Diversity and Inclusion

THINKING INCLUSION SERIES

RSVP
BSDDiversity.uchicago.edu

Hour-long "thinkshops" themed around diversity, inclusion, & equity.

- INCLUSIVE LANGUAGE AND COMMUNITY BUILDING**
Tue | Nov. 5 | 12pm - 1pm | J-103
- CONFRONTING MICROAGGRESSIONS**
Tue | Dec. 10 | 9:30am - 10:30am | J-103
- EXAMINING PRIVILEGE**
Fri | Feb. 14 | 3:30pm - 4:30pm | J-103
- BEYOND SAFE SPACE**
Thu | Mar. 12 | 12pm - 1pm | J-103
- IMPLICIT BIAS: THE FUNDAMENTALS**
Fri | Apr. 17 | 4pm - 5pm | J-103
- ANTIRACISM IN PRACTICE**
Wed | May. 6 | 1:30pm - 2:30pm | J-103

Contact: Tobias Spears

INCLUSION SERIES 2020

Our "Thinkshops" feature the latest information related to diversity, inclusion, and equity and are each one hour long. All sessions are open to members of the BSD community including students, trainees, faculty, and staff.

UPCOMING SESSIONS

- Confronting Microaggressions
- Examining Privilege
- Beyond Safe Space
- Implicit Bias: The Fundamentals
- Antiracism in Practice

ANNUAL OPERATING PLAN

The office chairs a committee of BSD staff members who are charged with streamlining diversity, inclusion, and equity efforts within the division's staff annual operating plan (AOP). The first phase of the project includes broadening the AOP's "people" strategy to operationalize diversity, inclusion, and equity within hiring, professional development, training, and mentorship initiatives.

DEPARTMENT-LEVEL DIVERSITY PLANS

We are excited about our initiative to partner with faculty colleagues to bring diversity plans into local departments. In 2018 - 2019 we collaborated with basic science department chairs to develop diversity outreach plans to curate and increase applications from underrepresented groups in science. The work continues this year with the addition of clinical departments. Working with diversity liaisons, the office developed a series of modules to facilitate the creation of unit-level diversity plans. These plans are scheduled for completion in June 2020.

FOLLOW US | CONTACT US



BSDInclusion



DiversInclBSD



DiversityOffice@bsd.uchicago.edu

BSD Diversity Steering Committee

We work collaboratively with divisional and institutional partners to ensure a diverse and inclusive culture. The Diversity & Inclusion Steering Committee is charged with leading and approving divisional initiatives as they relate to inclusion and equity. Committee members include faculty and staff from Pritzker School of Medicine, UChicago Medicine, and colleagues in the basic sciences.

Co-Chairs:

Iris Romero, MD | Dean for Diversity & Inclusion and Associate Professor of Obstetrics & Gynecology

Brenda Battle, RN, BSN, MBA | Vice President, Urban Health Initiative and Chief Diversity, Inclusion, and Equity Officer, UCM

Members:

Anita Blanchard, MD | Professor of Obstetrics & Gynecology and Associate Dean, Graduate Medical Education

Danielle Bodalski | Director, Human Resources, BSD

Deborah Burnet, MD | Professor of Medicine & Pediatrics and Section Chief, General Internal Medicine

Marshall Chin, MD | Professor of Healthcare Ethics in the Department of Medicine

Regina Dixon-Reeves, PhD | Assistant Provost, Office of the Provost

Bob Hanley | Senior Vice President, Chief Human Resources Officer, UCM

Hannah Lawrence | Assistant Dean for Faculty Advancement & Diversity, BSD

Dana Levinson | Associate Dean for Medical School Administration, PSOM

Jeff Matthews, MD | Professor and Chair, Department of Surgery

Doriane Miller, MD | Associate Professor of Medicine and Director, Community Health & Vitality

Walter Parrish | Director of Multicultural Affairs, PSOM

Victoria Prince, PhD | Professor of Organismal Biology & Anatomy and Dean, Graduate Affairs

Nancy Schwartz, PhD | Professor of Pediatrics and Dean, Postdoctoral Affairs

Tobias Spears | Director for Diversity Initiatives, BSD

Monica Vela, MD | Professor of Medicine and Associate Dean, Multicultural Affairs, PSOM

James Williams | Executive Director of Diversity, Inclusion, & Equity, UCM





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