

# Office for Diversity and Inclusion

2022 ANNUAL REPORT



The University of Alabama at Birmingham

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# Letter from the Senior Associate Dean

As I reflect on this past year, a resounding theme appears—resilience.

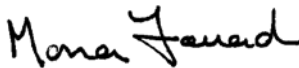
The world is a different place than it was two years ago. And, while there have been moments of grief, confusion, and anger, there have also been many times of joy, comradery, and purpose.

In this report, you will see a number of ways the Heersink School of Medicine Office for Diversity and Inclusion has worked with faculty and staff from all backgrounds to foster an environment that accepts and affirms all.

From those instances of uncertainty, our office has strived to learn—and will continue to ask—“How can we do better?” Each year, we intend on being better than we were before, moving the needle toward inclusion and equity for all with tailored programing, affinity groups, awareness building, listening, and more.

I invite you to take a look at the work we have accomplished in 2022 and know that we have big plans for the future. If you have questions or would like to get involved, please don’t hesitate to reach out to myself or a member of my team.

Kindest Regards,



**Mona Fouad, M.D., MPH**  
Associate Vice President for Diversity, Equity, and Inclusion, UAB  
Senior Associate Dean for Diversity and Inclusion, Heersink School of Medicine  
Edward E. Partridge, M.D., Endowed Chair for Cancer Disparity Research  
Director, UAB Minority Health and Health Equity Research Center





# New Leadership Roles to Enhance Diversity

## Associate Dean for Diversity and Inclusion

In the first half of 2022, Raegan Durant, M.D., MPH, was named to the new role of associate dean for Diversity and Inclusion.

In this new role, Durant (pictured below) will work on strategic and programmatic initiatives related to diversity and inclusion in the Heersink School of Medicine. In coordination with senior associate dean, Dr. Mona Fouad, Durant will serve as an internal leader and advisor, support school-wide diversity training initiatives, and develop policies and programs to attract and recruit a diverse workforce.

“As the new associate dean of Diversity and Inclusion, I look forward to leading efforts to operationalize the Heersink School of Medicine’s commitment to achieving excellence through diversity while fostering a campus environment conducive to the success of all students, trainees, and faculty,” says Durant.



Durant was also named as one of two recipients of the Heersink School of Medicine 2017 Dean’s Excellence Awards for Diversity Enhancement, a prestigious honor that recognizes outstanding contributions made by Heersink faculty.

“I am honored to welcome Dr. Durant to the Heersink School of Medicine Office for Diversity and Inclusion team,” says Fouad. “His knowledge and expertise are invaluable in our mission to create a diverse and inclusive workplace that accepts and affirms all.”

*Adapted from “Durant named associate dean for Diversity and Inclusion” by Jessica Martindale*

## Associate Vice President of Diversity, Equity, and Inclusion

In the second half of 2022, Mona Fouad, M.D., was named associate vice president for diversity, equity, and inclusion at the University of Alabama at Birmingham.

In her new role, Fouad will enhance diversity recruitment and coordination between UAB and the Health System, increasing equity efforts. With that in mind, Fouad has already begun broadening and strengthening the link between the two teams by establishing a DEI communications collaboration committee.

She will retain her position as senior associate dean for Diversity and Inclusion in the UAB Heersink School of Medicine, where she has played a prominent leadership role in several initiatives—including the launch of four faculty associations, staff and faculty liaisons, training programs, and so much more. Fouad has worked to promote diversity in medical education,

recruit faculty from underrepresented populations as well as support their career development.

As part of her new role as associate vice president, Fouad will work to advance the inclusive goals of UAB and develop a comprehensive plan to advocate for health and wellness throughout Alabama.

About her new role, Fouad said, “I am truly honored to have been named the associate vice president. Diversity, equity, and inclusion are values close to my heart, and I am grateful for the opportunity to lead and support initiatives that promote these principles across the university. I am committed to working with the ODEI team and the wider UAB community to create a more inclusive and welcoming environment for all.”







## Heersink ODI Welcomes New LGBTQ+ Faculty Association

At the Heersink School of Medicine, we want to listen; we want to act, and we want to continually improve. To do this, the Office for Diversity and Inclusion has taken a more active role in recruiting people from diverse backgrounds—an important first step in creating an inclusive workplace for all. As we continue to bring more people from underrepresented groups to the Heersink School of Medicine, it becomes equally important that we cultivate an institutional climate that is a safe space that supports and nurtures their professional development.

With faculty associations available to those of

Asian American and Pacific Islander, Black and African American, and Hispanic and Latin American heritage, it was time for the addition of a new professional group: the LGBTQ+ Faculty Association. Led by Rodney Tucker, M.D., MMM, the LGBTQ+ association is comprised of approximately 20 faculty members from various departments. The group is open to all faculty at the Heersink School of Medicine and includes LGBTQ+ community members and allies.

Each of the faculty associations sponsored by the Office for Diversity and Inclusion includes a mission unique to the group's needs.

For the LGBTQ+ Faculty Association, that is to connect, collaborate, and contribute to a greater understanding and support of LGBTQ+ faculty and allies within the school and healthcare community. To achieve this, the association will adopt holistic diversity, equity, and inclusion principles and encourage communication, networking, and professional development opportunities for LGBTQ+ faculty members.

Additionally, the association will promote interdisciplinary research and advance the knowledge base on LGBTQ+ issues and

disparities. Members will serve as mentors and advocates for other faculty at various stages of their careers, as well as for learners at all levels who are engaged in the community. The establishment of the LGBTQ+ Faculty Association represents a significant step forward in the growth and evolution of diversity, equity, and inclusion efforts at UAB.

As Tucker explains, “Launching the faculty association is like unveiling the curtain—it’s gradual. Hopefully, as we begin, people will feel safe to join and see the value and impact the group can have.”







OFFICE FOR DIVERSITY AND INCLUSION | FACULTY ASSOCIATION NETWORKING EVENT



# Faculty Association Leaders

## Asian American and Pacific Islander



**Herbert Chen, M.D., FACS**  
Chair and Professor of Department of Surgery  
hchen@uabmc.edu



**Warner Huh, M.D., FACOG, FACS**  
Chair and Professor of Department of Obstetrics and Gynecology  
whuh@uab.edu

## Black and African American



**Farah Lubin, Ph.D.**  
Professor of Neurobiology  
flubin@uab.edu



**Danielle Powell, M.D.**  
Associate Professor of Physical Medicine & Rehabilitation  
dkpowell@uab.edu

## Hispanic and Latin American



**Marcela Frazier, O.D., MSPH**  
Associate Professor of Ophthalmology  
mfrazier@uab.edu



**Fernando Ovalle, M.D.**  
Professor of Medicine, Endocrinology, Diabetes, & Metabolism  
fovalle@uab.edu

## LGBTQ+



**Rodney Tucker, M.D., MMM**  
Associate Director for Diversity, Equity & Inclusion in the O'Neal Comprehensive Cancer Center and Professor of Gerontology, Geriatrics & Palliative Care  
rtucker@uab.edu





# 2022 Professional Excellence Award



To celebrate and honor diverse faculty members who have demonstrated excellence in their careers, the Heersink School of Medicine Office for Diversity & Inclusion created the Professional Excellence Award.

Winners of this award must have significant accomplishments within the past three years in research, teaching, or service. Priority is given to nominees who emulate the school's values of diversity and inclusion.



**Dr. Daniel Chu**  
Department of Surgery



**Dr. Carlos Estrada**  
Department of Medicine



**Dr. Danielle Powell**  
Department of Physical Medicine and Rehabilitation

# 2022 Dean's Excellence Award



The Dean's Excellence Awards are annual honors to recognize outstanding contributions made by faculty across the Heersink School of Medicine. As the Office for Diversity and Inclusion, we nominate a junior and senior faculty member to receive the Dean's Excellence Award for Diversity Enhancement



**Dr. Morissa Ladinsky**  
Senior Faculty  
Department of Pediatrics



**Dr. KeAndrea Titer**  
Junior Faculty  
Department of Medicine

**"Congratulations to both our Professional and Dean's Excellence Award winners. These honorees lead by example, paving the way for the future of our school."**

**MONA FOUAD, M.D., MPH**



# Report It.

We're committed to cultivating an environment where people are treated with dignity, decency, and respect. If you witness or experience harassment, bias, discrimination, microaggressions, misconduct, or mistreatment, don't tolerate it, report it. Visit the URL below or scan the QR code, to find the right reporting method for you.



[GO.UAB.EDU/HEERSINK-ODI-REPORTING](https://go.uab.edu/heersink-odi-reporting)



## Essential Modules in Cultural Inclusion

The Heersink School of Medicine Office for Diversity and Inclusion invites you to explore the concept of inclusivity within our schools and the part you play in its advancement. With essential modules in cultural inclusion, you will learn to build belonging, to understand bias and cultural competency, and to resolve conflict that may arise in diverse settings.

Scan the QR code to start learning.



## About Our Office

The Heersink Office for Diversity and Inclusion aspires to be a collaborative environment that welcomes and celebrates all people. This includes building an institution free from discrimination of any kind, creating excellence by cultivating diversity, promoting the career development of our diverse workforce, and enhancing the recruitment and retention of its faculty and staff. Actualizing each of these goals is our service-oriented team.

### Meet the Team



**Mona Fouad, M.D., MPH**  
Associate Vice President  
Senior Associate Dean  
[mfouad@uabmc.edu](mailto:mfouad@uabmc.edu)

pronouns: she/her



**Raegan Durant, M.D., MPH**  
Associate Dean  
[rdurant@uabmc.edu](mailto:rdurant@uabmc.edu)

pronouns: he/him



**Leisha Hultgren, Ph.D.**  
Director  
[lhultgre@uab.edu](mailto:lhultgre@uab.edu)

pronouns: she/her



**Jessica Rhinehart, B.S., B.A.**  
Communications Manager  
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**Alex Isaacs, B.A.**  
Communication Specialist  
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pronouns: they/them



**Mary Hiller, M.S.**  
Program Coordinator II  
[mhiller@uab.edu](mailto:mhiller@uab.edu)

pronouns: she/her



# Diversity by the Numbers

The Heersink Office for Diversity and Inclusion had a remarkable year in 2022, with the support of faculty associations, liaison groups, subcommittees, students, and so many more. The numbers below showcase the impact of our office’s programming and events on creating a more inclusive and diverse community. From an increased number of diversity-related events to higher numbers of participation in learning opportunities, Heersink ODI is making a real difference among the UAB community and beyond!

## Diversity Education Programs

**90** PARTICIPANTS IN SECOND LOOK WEEKEND AND DIVERSITY DAY

**20** FACULTY MEMBERS PARTICIPATED IN MITIGATING UNCONSCIOUS BIAS IN FACULTY SEARCHES TRAINING

**21** PARTICIPANTS IN THE TRANSFORMING SUCCESS GROUP COACHING FOR WOMEN

**261** PEOPLE COMPLETED ANTI-BIAS TRAINING

**278** ATTENDEES ACROSS 9 AMERICAN MEDICAL WOMEN’S ASSOCIATION (AMWA) SESSIONS



**15** STUDENTS ENGAGED IN THE IMMORTAL LIFE OF HENRIETTA LACKS BOOK DISCUSSION AND TRAINED IN CULTURAL CONSCIOUSNESS

TRAINED  
**50** FACULTY IN UNCONSCIOUS BIAS LEADERSHIP DEVELOPMENT COURSE

**40 + 10** STUDENTS + FACULTY PARTICIPATED IN COMMON THREAD CULTURAL CONSCIOUSNESS MODULE

**183** FACULTY & STAFF TRAINED IN MITIGATING BIAS IN FACULTY SEARCHES

**20** FACULTY BRIEFED ON ODI INITIATIVES IN NEUROSURGERY PRESENTATION





## 2022 ODI Events



166

PARTICIPANTS IN THE INAGURAL  
MARTIN LUTHER KING, JR.  
COMMEMORATION EVENT (VIRTUAL)



258

PARTICIPANTS IN THE 2022 DIVERSITY  
GRAND ROUNDS FEATURING  
DR. GEORGE MENSAH (VIRTUAL)



185

PARTICIPANTS IN THE 2022 WOMEN  
IN MEDICINE & SCIENCE GRAND  
ROUNDS FEATURING DR. MOLLY  
CARNES (VIRTUAL)



30

ATTENDEES AT  
LGBTQ+ FACULTY  
ASSOCIATION  
LAUNCH



75

FACULTY  
ATTENDEES AT  
AAPI HERITAGE  
MONTH EVENT



100

FACULTY, STAFF, &  
STUDENT ATTENDEES  
AT HISPANIC HERITAGE  
MONTH EVENT



# Medical Student Data

The Heersink School of Medicine Office for Diversity and Inclusion (ODI) Student Affairs team aims to educate the next generation of physicians to be culturally and socially sensitive to the diverse backgrounds of fellow students, faculty, staff, and patients. Our intention is to strengthen and empower students to develop and use their knowledge to serve and heal the world around them. Recruiting students from underrepresented populations is particularly important in this endeavor. A diverse student body helps create a more welcoming environment for everyone and helps prepare future physicians to best serve underrepresented patient populations.

**21** OR **39**  
PERCENT STUDENTS  
URIM MATRICULATED IN 2022

**53%**  
OF THOSE WHO  
MATRICULATED  
WERE WOMEN





# The Importance of Recognizing and Honoring Diversity

Marking heritage months is one of the ways the Heersink School of Medicine Office for Diversity and Inclusion recognizes and celebrates our community’s diverse backgrounds and experiences. Integral to the success of our institution, heritage and history months are also an opportunity to learn about and appreciate different cultures, as well as foster a sense of belonging and inclusivity. We are committed to creating a welcoming and supportive environment for all community members, and heritage months are just one way to demonstrate this commitment.



## February

### BLACK HISTORY MONTH

To mark Black History Month in February, Heersink ODI published articles highlighting individuals and initiatives within the school that support the Black community. The series covered intellectual health and wellness, community health, emotional health, and occupational wellness. Through these articles, Heersink ODI partnered with the Department of Family and Community Medicine, O’Neal Comprehensive Cancer Center, Department of Psychiatry and Behavioral Neurobiology, and the Department of Medicine to shed light on the importance of health and well-being for Black individuals and communities. Scan the QR code to view the campaign.



## May

### ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH

In May, we celebrated Asian American and Pacific Islander (AAPI) Heritage Month by spotlighting Dr. Warner Huh’s heritage and service at UAB. In the article, Dr. Huh shares his experience being AAPI at UAB and in Birmingham. To conclude the month, ODI sponsored an educational event that included faculty-led discussions about AAPI issues in healthcare and health professions. Additionally, the event highlighted the rich culture with art displays, traditional dance performances, and food from China, India, Japan, and Korea.



## September - October

### HISPANIC HERITAGE MONTH

Starting September 15, and continuing through October 15, we commemorated Hispanic Heritage Month by calling attention to the work of Live HealthSmart Alabama—a transformational initiative of the University of Alabama at Birmingham and program of the UAB Minority Health & Health Equity Research Center—has done to make good health simple in the Hispanic community. Ending the month was a festive event at Miami Fusion, a local restaurant specializing in traditional Cuban and Puerto Rican dishes. The event featured music, dancing, and delicious cuisine. It was an opportunity to celebrate, learn about Hispanic culture, and bring new and old friends together.

## November

### NATIVE AMERICAN HERITAGE MONTH

In November, Heersink ODI and its Student Affairs team recognized Native American Heritage Month with an educational display in front of the ODI Student Affairs office in Volker Hall. This display featured information about the powerful cultural history of Native Americans, as well as the many traditions and inventions that have revolutionized health care, such as pain relievers, oral birth control, sunscreen, mouthwash, and more.



# Heersink ODI Gets Green Light in AAMC Diversity, Inclusion, Culture, and Equity (DICE) Inventory

"These conversations allowed us to understand better where we are doing well and areas where we can improve."

- DR. MONA FOUAD

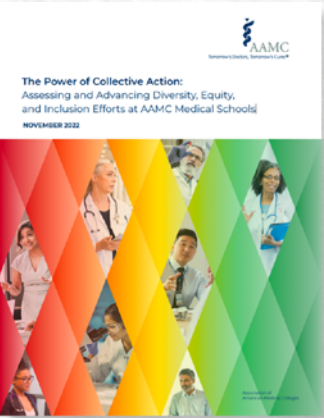
The Heersink School of Medicine Office for Diversity and Inclusion's work with DICE, culminated in a report about the school's DEI efforts.

Led by Dr. Mona Fouad, Senior Associate Dean, and facilitated by Dr. Leisha Hultgren, Program Director, completion of DICE required an examination and reflection of the school's policies, procedures, and practices related to diversity, equity, and inclusion.

The results of the report were then shared with the Association of American Medical Colleges (AAMC) to become part of nationally aggregated data in the AAMC's report titled, "The Power of Collective Action: Assessing and Advancing Diversity, Equity,

and Inclusion Efforts at AAMC Medical Schools."

"The inventory has given us a clear set of achievements and goals," said Fouad about why Heersink ODI participated in the inventory.



Report Cover

Reflecting on her work, Hultgren said, "As the facilitator, I guided members of the implementation team in one-on-one discussions around the DICE Inventory questions to better understand where the institution is situated on the path to excellence in diversity, equity, and inclusion."

The inventory includes 89 questions grouped within six content areas and divided into 15 sub-content areas. Each area was scored based on the following rubric:

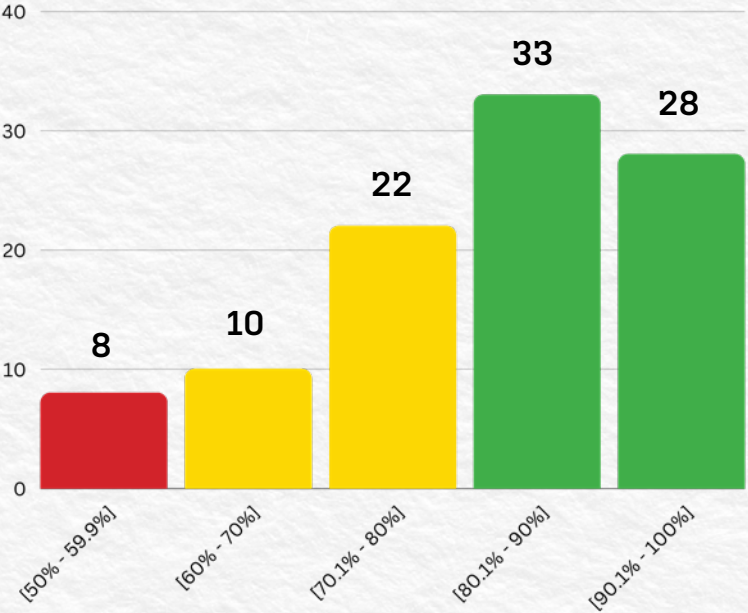
DICE SCORING RUBRIC

"Percentage Yes" scores above 80% that indicates **substantial DEI efforts** have been made within the content area.

"Percentage Yes" scores from 60% to 80% that indicate **moderate DEI efforts** have been made within the content area.

"Percentage Yes" scores below 60% that suggest **opportunities for improvement in DEI efforts** within the content area.

The graphic to the right illustrates the average results of medical schools who participated in the DICE Inventory. Key takeaway of the results say, "Approximately 60% of medical schools that completed the DICE Inventory had a total score of above 80%. The average score was 81.6%. No significant differences were observed based on medical school region, faculty size, ownership type or accreditation year."



Source: "The Power of Collective Action: Assessing and Advancing Diversity, Equity, and Inclusion Efforts at AAMC Medical Schools."



The HSOM’s overall DICE score of 80.9% puts us at the “substantial effort level.” This is calculated from 72 “yes” and 17 “no” answers. It would be easy for the ODI to focus only on the “green lights” (positive areas), as this is no small achievement. But it is essential to take a holistic approach that doesn’t shy away from opportunities for improvement. For instance, the inventory reveals two “red lights” or areas for improvement. One of those areas refers to Staff Recruitment and Development. In this area, ODI is developing new initiatives recommended by Heersink Staff Diversity Liaisons to be in place for 2023.

The second red light relates to Students’ DEI Valued Curricular and Co-curricular Experiences. Discussions are already underway, and new initiatives will be finalized when developing the diversity and inclusion strategic plan.

In summary, Fouad states, “After I selected Dr. Hultgren to facilitate, we established a collaborative process with an implementation team that drew on talented perspectives from the school to complete the DICE Inventory. These conversations allowed us to understand better where we are doing well and areas where we can improve. The inventory has given us a clear set of achievements and goals.”



# Summary of Heersink ODI’s Results

Inventory Content Area	Total Items	Yes	No	N/A	% Yes	Response Summary Flag
Governance, Leadership and Mission	16					
Governance & Leadership Structures		11	1	0	91.7%	Substantial DICE efforts
Mission, Vision, and Values		4	0	0	100%	Substantial DICE efforts
Institutional Planning and Policies	16					
Strategic Planning and Accountability		4	0	0	100%	Substantial DICE efforts
Diversity, Inclusion, and Equity Policies		12	0	0	100%	Substantial DICE efforts
Communication and Engagement	12					
Institutional History		5	1	0	83.3%	Substantial DICE efforts
Diverse, Inclusive, and Equitable Communication		2	0	0	100%	Substantial DICE efforts
Local and National Diversity, Inclusion, and Equity Engagement		4	0	0	100%	Substantial DICE efforts
Data and Assessment	12					
Diversity, Inclusion, and Equity Data Collection and Reporting		3	1	0	75%	Moderate DICE efforts
Culture and Climate Data Collection and Reporting		6	2	0	60%	Moderate DICE efforts
Community Data Collection and Reporting		1	6	0	100%	Substantial DICE efforts
Faculty and Staff	20					
Diverse, Inclusive, and Equitable Faculty Recruitment		4	1	0	80%	Substantial DICE efforts
Diverse, Inclusive, and Equitable Faculty Scholarship, Promotion, and Development		6	2	0	75%	Moderate DICE efforts
Diverse, Inclusive, and Equitable Staff Scholarship, Promotion, and Development		1	6	0	14.3%	Opportunities for improvements in DICE
Students	13					
Diversity, Inclusion, and Equity Valued Curricular and Cocurricular Experiences		2	3	0	40%	Opportunities for improvements in DICE
Diverse, Inclusive, and Equitable Student Development		8	0	0	100%	Substantial DICE efforts
Overall DICE Inventory		72	17	0	80.9%	Substantial DICE efforts

Note: Percentage Yes is calculated based on all items answered “Yes” or “No”; items answered “N/A” are not calculated in the denominator.  
Source: Official Results from AAMC DICE Inventory



Scan the QR code or  
visit the URL below to  
get access to the latest  
Heersink ODI news!

[UAB.EDU/MEDICINE/DIVERSITY/NEWS-EVENTS](http://UAB.EDU/MEDICINE/DIVERSITY/NEWS-EVENTS)



The University of Alabama at Birmingham