When the topic of diversity is introduced in higher education, the conversation often reverts back to the singular focus of boosting the number of diverse groups to make the students, faculty, and staff percentages match the general population. Although this seems logical, diversity in numbers does not automatically represent an inclusive culture. Diversity is a value that entails everything from how we view the world to the ways we interact with in a personal and professional capacity. Unfortunately, those values and relationships cannot be easily quantified. Therefore, we, the Office of Diversity and Multicultural Affairs at the University of Alabama School of Medicine, have decided to introduce our monthly office newsletter entitled *Diversity Beyond the Numbers* to hallmark the many efforts our students, faculty, staff, and healthcare professionals have undertaken to combat health disparities locally and globally.

*The ODMA Team*
Incoming medical students engage topics surrounding diversity and inclusion at a 2-Day boot camp

"There is no higher calling than being a doctor," said Dr. Carlton Young, Assistant Dean for Medical Student Diversity and Inclusion, addressing an attentive audience of incoming medical students. "You need to not only feed your mind, but you've got to feed your soul as well in order to be the best doctor you can be."

Dr. Young was speaking to roughly 50 incoming students, all of whom were slated to begin classes at the UAB School of Medicine the following week. These students were part of the inaugural Diversity Boot Camp presented by the Office for Diversity and Multicultural Affairs (ODMA), the organization tasked with spearheading diversity initiatives for medical students. This 2-day boot camp was designed to help medical students encounter significant questions of diversity and inclusion not only among physicians, but among the population groups that they would serve as well.

Dr. Nadia Richardson provided the official welcome. As the primary organizer of the event, as well as Associate Director of the Office for Diversity and Multicultural Affairs, Dr. Richardson was endeavoring to provide participants broad and thought-provoking material over the course of the workshop. "You're a generation of game-changers," Dr. Richardson told the students. "This is an elective course. You start medical school next week. You don't have to be here—you're here because you want to be." Click here for more http://goo.gl/w6hVi8

SHEP, HCOP programs give students a sneak peek into medical professions

The School of Medicine’s Office of Diversity and Multicultural Affairs hosts the Summer Health Enrichment Program (SHEP) and Health Careers Opportunity Program (HCOP) pipeline programs, focused on providing middle-school, high-school and undergraduate students from underserved backgrounds with the tools necessary to gain a deeper understanding of working in medicine. The SHEP program is a six-week program that seeks to provide undergraduates around the state with the tools to become competitive in the medical school process. This year there are 50 students who participate in classes that prepare them for professional exams, interviews and general academics, while shadowing medical professionals in different specialties. “I like that there’s variety in what we’re doing,” said Joselyn Miller, a junior at Alabama State University. “We’re not limited to one specialty. We’re able to see what we really like or don’t like.” Click here for more http://goo.gl/ryy6le

MHRC celebrates success in the 2015 Summer Enrichment Program

Click here for more http://goo.gl/mPa8hw
The University of Alabama at Birmingham Department of Psychiatry will open a mental health and wellness clinic specifically for lesbian, gay, bisexual, transgender, and queer/questioning individuals. The clinic will see patients beginning Monday, July 20.

“There is a dramatic need for a clinic that will serve the mental health needs of the LGBTQ community in Birmingham,” said James Meador-Woodruff, M.D., professor and chair of the Department of Psychiatry and Behavioral Neurobiology. “Studies have shown that members of this community are at increased risk for depression, anxiety, substance abuse and suicide. It is incumbent on UAB, as an academic medical center, to find ways to deliver the best possible care to all individuals in our society, and this clinic will help us achieve that aim.”

Larry McMillan, M.D., has joined the UAB faculty to see patients at the clinic. McMillan did his residency training and a two-year fellowship in psychiatry at UAB. He will see both adult and adolescent patients. “Many members of the LGBTQ community are not inclined to seek professional help when they are in need due to fears of being marginalized or stigmatized,” McMillan said. “We want to knock down those barriers to care so that the new clinic is a welcoming environment where those who identify as LGBTQ will feel comfortable enough to seek assistance for their mental health needs.”

The clinic will operate in the Department of Psychiatry space on the third floor of the Callahan Eye Hospital building, 1720 University Boulevard. Call 205-934-7008, option #2, for appointments. Clinic patients who need advanced care will be referred to appropriate UAB services. The clinic opening is part of a greater realization at academic medical centers of the need to increase LGBTQ-related medical education. The American Association of Medical Colleges issued a publication in November 2014 that featured the first guidelines for training physicians to care for people who are LGBTQ, are gender nonconforming or were born with differences of sex development. Until now, there have been no formal comprehensive standards to help medical schools and health care organizations train providers in the health care needs of these patients.

UAB, along with other medical schools in the country, has created curricula for all medical students in the care of LGBTQ patients. Psychiatric residents and fellows receive additional, intensive training on managing the mental health concerns of this population. “We have to start with appropriate training for physicians, students and staff,” said Stephanie Perry, administrative manager of psychiatric clinics at UAB. “Our aim is to create the appropriate culture to provide nonjudgmental mental health care through awareness, training and education.”
Helen Rodriguez Trías, M.D. was born in Puerto Rico and moved to New York City. As a child, she experienced bias for simply being Latina and was “placed in a class with students who were academically handicapped, even though she had good grades and knew how to speak English,” according to Wikipedia. Dr. Trias later went on to graduate from medical school at Universidad de Puerto Rico with highest honors. Her accomplishments include founding the first center for newborn children in Puerto Rico and serving as Director of Pediatrics at Lincoln Hospital in South Bronx, NY. In addition, Dr. Trias went on to lead the New York City Department of Health Mental Hygiene. She helped “bring national attention to the devastation caused by HIV and AIDS among inner city mothers and children. In 1993, the American Public Health Association elected her their first Latina president.”

Severo Ochoa, M.D. was born in 1905 and attended medical school at the University of Madrid. After graduating in 1929, Ochoa spent time in Germany doing research, and then returned to Spain and taught at the University of Madrid's medical school. In the early 1940s, Ochoa moved to the United States, where he worked with Carl Cori and Gerti Cori at Washington University before joining the faculty of New York University. In 1959, Ochoa was named a co-recipient of the Nobel Prize in Physiology or Medicine for discovering an enzyme that enables the synthesis of RNA, allowing scientists to recreate the cell process that translates hereditary genes. After retiring from NYU in 1974, Ochoa joined the Roche Institute of Molecular Biology, where he continued his research. In the mid-1980s, he retired from Roche and returned to Madrid, Spain where Ochoa remained until he died in 1993.

Jorge Prieto, M.D. was born in Mexico City on 1918. Driven by his family's immigrant experience in the 1920s, he decided to become a physician to Mexican immigrants in the United States. He was licensed to practice medicine in Illinois in 1953 and spent the next 25 years making house calls in Little Village, charging little and sometimes accepting food in return for services. Prieto became director of community medicine at Cabrini Hospital in 1970 and was appointed chairman of the family practice department at Cook County Hospital in 1974. During his tenure at Cook County Hospital, clinics were established in predominantly Mexican and Black neighborhoods. Nationally and statewide, Prieto's work began to address what remains a problem—an oversupply of doctors but a shortage of generalists or primary care physicians, particularly in rural areas and urban core neighborhoods.

Carlos Finlay, M.D. was born in Puerto Principe (now Camagüey) on December 3, 1833. In 1851 Carlos attended Jefferson Medical College in Philadelphia, Pennsylvania. He graduated in 1855, and completed his studies in Havana, and in Paris. Afterwards he settled in Cuba and opened a medical practice. In 1865 Dr. Finlay sent a paper to the Academy of Sciences in Havana outlining his theory on weather conditions and the yellow fever disease. He was the first to theorize that a mosquito was the way by which yellow fever was transmitted; a mosquito that bites a victim of the disease could bite a healthy person and spread the disease. While working with the first American Yellow Fever Commission. He spent years studying mosquitoes, and refining his theories. Dr. Finlay’s doctrine is considered to be the greatest step forward made in medical science since [Edward] Jenner’s discovery of vaccination.
September 3, 2015 from 5:00-9:00pm
First Thursday: After Hours at the Museum
Tapas and Cocktails
Birmingham Museum of Art

September 5, 2015
Spirit of Luke Rural Medical Outreach
Midway, Alabama

September 12, 2015 from 10:00am-2:00pm
Take a Child to the Doctor Day
YMCA Youth Center
2400 7th Avenue North
Register with your name, school, and class year
to Dr. Wallace at swallace@peds.uab.edu
Deadline: September 8th

September 22, 2015 at 12 noon
Hispanic Heritage Month
Patient Panel Discussion
Volker Hall Lecture Room A

September 24, 2015 at 12 noon
Dr. James Banos
Understanding Exile: Working with Refugees and Political Asylum Seekers
Volker Hall Lecture Room C

September 24, 2015 from 7:00-10:00pm
Salsa Dancing Social with SACNAS
UAB Campus Rec Center (Center Court)
7:00-10:00pm
Lessons from 7:00-8:00pm
Open dance from 8:00-10:00pm

More Events Coming Soon...
Hello! Bonjour! Hej! Hola! Shalom!

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