

Unique Perspectives

Celebrating Diversity, Inclusion and Equity in the University of Missouri's School of Medicine | Volume 1, Issue 1

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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: folkertsa@health.missouri.edu and wesslerk@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: Interim Dean Steve Zweig



Dean Zweig

What is your definition of diversity, how do you encourage others to honor the uniqueness of each individual and how do you challenge stereotypes and promote sensitivity and inclusion?

I would define diversity as characteristics or experiences that differ from those predominantly represented in the existing community of interest. I think you have hit on exactly the right point: respecting each person as unique and valuable is at the core of honoring diversity and inclusion. We do – or should – in every patient encounter. Each new patient we meet brings his or her own history, experience, and heritage. Accepting and respecting that uniqueness enables trust and confidence, which leads to better communication, goal setting, and plans that help the patient get better. Attending to values of respect and inclusion, with the expectation that we will challenge each other when we don't attend

to those values, is key to moving forward.

Please describe how you created an environment that is welcoming, inclusive and increasingly diverse as chairman and now as a dean. What approaches/strategies did you employ to promote diversity and inclusion in the department of Family Medicine and now at the SOM?

As in any situation, leaders help to provide a vision and sustain a mission of the enterprise they are leading. When leading change, one must identify the issue as important and engage others to help address that change. This requires both a plan and persistence. Several years ago, the Family and Community Medicine faculty spent one entire morning revisiting our mission, vision, and values. While respect had always been among these values, we decided it was important to explicitly add diversity and inclusion to our other values of excellence, integrity, innovation, growth, collaboration, compassion, and humor. Next we recruited volunteers from the department who expressed a desire to work on a diversity plan. Over the next two years, our task force became a committee dedicated to informing and guiding this work in the department and in collaboration with others. Change requires a commitment of people and resources.

To read more about Dean Zweig's perspective, go to:

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

Activity Highlights



Anthony Overton, Drs. Amanda Swenson and Craig Rooney

In December, the School of Medicine's Diversity and Inclusion Staff Committee hosted its first Brown Bag event series featuring guest speaker, Anthony Overton, and his presentation **"The Science of Being Transgender: A Student's Perspective."**

Anthony is a second-year, pre-med undergraduate at MU studying psychology and women's and gender studies. He was a presenter at the 2019 Missouri Pride Summit and is a passionate LGBTQ advocate aspiring to work with sexual gender minority (SGM) patients. His presentation was fascinating, and included both personal stories and scientific facts and statistics to help the MU medical community gain insight into the health-care needs of the transgender community. A Q-and-A session followed, with Dr. Craig Rooney, program director and counseling psychologist of the Office of Clinician Well-being, and Dr. Amanda Swenson, associate professor in the Dept. of Family and Community Medicine.

On February 21st, the School of Medicine Diversity and Inclusion Staff Committee hosted a Brown Bag series in Acuff Auditorium titled, **"Autism Spectrum Disorder: Increasing Understanding to Embrace Differences."** The presentation was given by Dr. Kristen Sohl, MD, Associate Professor of Clinical Child Health and Founder and Executive Director of ECHO Autism. Dr. Sohl is a pediatrician, and regarded as an expert in her field, with extensive experience in medical diagnosis, evaluation and treatment of children with autism and other neurodevelopmental disorders.

Video examples were presented to demonstrate behaviors consistent with autism. Our awareness of this issue can be elevated to a level that understands the needs of these young patients and how children with autism can grow to become successful, well-adjusted adults with the correct diagnosis, treatment and support.



Kristin Sohl, M.D.

Give Me 5!



Lorraine Mixon-Page is the HR Leader for the School of Medicine. She joined the university last fall and works in the Dean's office. To get to know Lorraine better, we asked her these 5 questions:

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

My dream job was to be Vice President of HR for the Kansas City Chiefs! In the early 90's, that job became available but I was grossly underqualified then. If I could live anywhere it would be Kauai.

2. What is your favorite food or restaurant?

No favorite restaurant, but I will say the best and worst food I had was in France.

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

Thanksgiving has always been a big family event. When my parents were alive we would always get together for a huge celebration. Geography prevents us from doing that today, but my husband and kids still enjoy having family around for Thanksgiving.

4. FUN FACT!

I used to be incredibly shy and was a book nerd. I still enjoy reading and always have a novel on my nightstand. I have forced myself to be more extroverted as introverts don't do well in HR!

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

I'm torn between a cure for cancer and Alzheimer's or a solution to climate change.



Richard Allen Holmes, M.D.

A Look Back ...

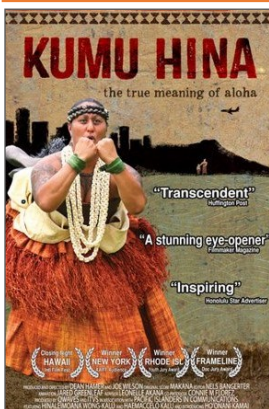
In honor of Black History Month, we take a look back at the incredible contributions of Richard Allen Holmes, MD. Dr. Holmes was the first African-American full professor at the University of Missouri School of Medicine. In 1976 he came to the University to serve as a professor of Medicine, Radiology and Nuclear Engineering and as Chief of Nuclear Medicine at both the University of Missouri Health Science Center and the Harry S. Truman Memorial Veterans Hospital. Dr. Holmes had a distinguished career in Nuclear Medicine and during his tenure with the University, he and three colleagues were instrumental in developing a drug, *Ceretec*, a radiopharmaceutical that determines blood flow to the brain.

Ceretec was awarded a special commendation from Great Britain's Minister of State for Health.

Dr. Holmes regarded the practice of medicine as a community service and during his time with Mizzou took a one-year sabbatical to serve as the acting Chairman of the Department of Medicine for Charles Drew Memorial Hospital in East Los Angeles. During that year he helped to rebuild the hospital's residency program and expand professional opportunities for young African-American physicians.

During his career, Dr. Holmes published the results of over 100 research studies in his field, served as president of the Society of Nuclear Medicine in 1989 and 1990 and served in the private sector at DuPont/Merck as a Vice President of Research and Development. Richard Allen Holmes died on July 25, 2016 in Washington, DC where he retired. We salute Dr. Holmes for his contributions to the profession and the University of Missouri School of Medicine.

Brain Food



"Mahu" is a Hawaiian term for people who embody both the female and male spirit, "a place in the middle." Those who possess this quality are valued and respected as assets of their culture, often empowering their roles as teachers, healers, and caregivers.

In 2014, *Kumu Hina* premiered at the Hawaiian International Film Festival and since has become an acclaimed, award-winning documentary across the world.

Check out the link below to view the slide show from Pride.com of must-see LGBTQ documentaries, which features *Kumu Hina* at number seven. Remember to claim 10 Wellness Points in the "self-reported diversity activity" section for viewing any of these films.

[Click here](#) for LGBTQ documentary films slide show.

Calendar of Events

Upcoming Events on campus and in the Columbia community

* MU Office of IDE "LEAP" Core Concept series presents: **Nevertheless, She Persisted. Gender Stereotype and the Impact on Career Choices**, March 11th, noon-1pm in Hill Hall, Room 314.

[Click here for more info](#) about the LEAP Series

* MU School of Medicine's Inclusive Excellence Professional Development Series presents: **Reframing Intercultural Competencies**, March 17th, noon-1:30pm in LC401.

[Click here for more info](#) about the Professional Development Series

* Inclusive Impact Institute of Columbia presents: **African-American Heritage Trail**, March 25th, 6:30-7:30pm at Daniel Boone Regional Library.

[Click here for more info](#) about the African-American Heritage Trail seminar

* Women in Medicine and Medical Sciences (WIMMS) 6th Annual Conference: **Charting Your Course in Academic Medicine**, April 10th, 10 am -4 pm at Old Hawthorne.

[Click here for more info](#) about the WIMMS conference

* Summit to Improve Transgender and Gender Nonconforming Collaborative Health Care (**STITCH**) 2nd Annual Conference, April 17th, Memorial Union, University of Missouri.

[Click here for more info](#) about the STITCH conference