The objective of the committee is to enhance the Diversity, Equity, and Inclusion (DEI) efforts of the Department of Orthopaedic Surgery with a team-based approach.

<table>
<thead>
<tr>
<th>Concentration</th>
<th>Committee Member(s)</th>
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<tr>
<td>Chair</td>
<td>Eileen Crawford, Sports Faculty</td>
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<tr>
<td>Communications</td>
<td>Alisa Stager, PA Hand</td>
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<td></td>
<td>Patti Milgrom, Senior Administrative Manager</td>
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<tr>
<td>New and Ongoing Initiatives</td>
<td>Noelle Whyte, Pediatric Ortho Faculty</td>
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<td></td>
<td>Jenna Wilson, PGY-3 Resident</td>
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<td>Vandan Patel, PGY-4 Resident</td>
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<tr>
<td>Pipeline Programs</td>
<td>Bilal Butt, PGY-4 Resident</td>
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<td>Alex Akoto, PGY-3 Resident</td>
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<td></td>
<td>Fu Kobayashi, PGY-2 Resident</td>
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<tr>
<td>Fundraising</td>
<td>Dana Burkley, CDA</td>
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<td>Talisha Rodriguez, RN Foot and Ankle</td>
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<td>Compliance</td>
<td>Dori Danbury, PA Foot and Ankle</td>
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<td>Mike Morand, PA Sports</td>
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<td>Rock Patel, Spine Faculty</td>
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<td>Research</td>
<td>Megan Killian, Research Faculty</td>
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<td></td>
<td>Tariq Awan, Sports Faculty</td>
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</tbody>
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- Membership is open Term – 2 years per role, renewable in same or different role depending on interest in involvement of other members of the department
- Representation – open to clinical and research faculty, residents, administrators, physician extenders, and staff, with diversity in representation being essential
- In addition to the specific roles listed above, all committee members are expected to participate in the planning and/or execution of new and ongoing initiatives as able

We have identified some links at that may be helpful in getting started on our journey together.

- This online module provides an introductory look at the DEI initiative at U-M and helps to clearly define what we mean by "diversity, equity and inclusion"—and takes less than 15 minutes to complete.

https://hr.umich.edu/working-u-m/professional-development/courses/diversity-equity-inclusion-dei-basics

- “… With so much to be done, it can be paralyzing to know where to begin. As we move toward action, we can find ourselves afraid to make mistakes. We may also feel that we must figure it all out before we act. In the midst of this we are bombarded with links, lists, and ideas of what to do. Joining the fight for justice means pushing through discomfort and fear and starting somewhere! This Anti-Racism Primer is designed to help you do just that.

https://hr.umich.edu/working-u-m/professional-development/diversity-equity-inclusion-training-education/anti-racism-primer-what-can-i-do
We encourage you to make time to engage in conversation and participate in the many relevant activities across Michigan Medicine and Campus and beyond. This Committee will provide monthly updates of interest concerning its work, and plans to provide periodic updates on events, activities, and calls for action at reasonable intervals meant not to overload your inboxes.

**ANNOUNCEMENTS:**

- Dr. Caird will be serving on the Anti-Racism Oversight Committee for Michigan Medicine (see attachment for Dr. Runge’s message and details regarding the committee)

- Dr. Crawford facilitated a conversation in collaboration with Grand Rounds on 06/04/2020 that continued that evening with a departmental conversation on racial injustice. Dr. Crawford shared feedback received following that event. One of the most important takeaways was that—despite the department’s ongoing efforts to provide a racially just work environment—the perception persists among some learners, faculty, and staff that there remains a significant gap to close on the way to meeting that goal.

- The Fitzbutler Jones Society connects Black alumni, former residents, and previous fellows, while providing scholarship support and mentorship to current and future students. This organization, along with the efforts of the Michigan Medicine Office of Health Equity and Inclusion, is helping to increase opportunity for medical students of color and working to diversify the medical profession. The OHEI asks you to consider making a gift to support the Fitzbutler Jones Society. Your contribution can help offer greater opportunities to aspiring doctors. [https://giving.medicine.umich.edu/video/ohei?mc_cid=0d10d3107a&mc_eid=313100a37f](https://giving.medicine.umich.edu/video/ohei?mc_cid=0d10d3107a&mc_eid=313100a37f)

**UPCOMING EVENTS:**

**The M2’s are hosting a conference titled “Caring for Communities of Color” 8/31-9/2.** There are many terrific speakers and registration is free. We would encourage our board members to share this with learners and faculty at their institutions, especially those connected to specialties in primary care. [https://www.caringforhealthjustice.com/](https://www.caringforhealthjustice.com/)

**DEI Virtual Summit Community Assembly**  10/26/20 at 10-11:30am
**Michigan Medicine Black Voices Resource Group**. The Michigan Medicine Black Resource Group is an affinity group centered on the experiences and needs of black faculty, learners and staff at Michigan Medicine. The institutional goal of the group is to increase awareness and knowledge among Michigan Medicine leadership, ultimately improving the health, well-being and work-life outcomes of black employees. [blackvoices@umich.edu](mailto:blackvoices@umich.edu)

**Meeting Details**
3rd Friday of the Month
11:00 am – 12:00 noon
Join Zoom Meeting
[https://umich-health.zoom.us/j/98030872623?pwd=aHhOSi81cFFWbWN3ZUthOUtvK0NUZz09](https://umich-health.zoom.us/j/98030872623?pwd=aHhOSi81cFFWbWN3ZUthOUtvK0NUZz09)

Meeting ID: 980 3087 2623
Password: JOY
One tap mobile
+13017158592,,98030872623# US (Germantown)
+13126266799,,98030872623# US (Chicago)

**Mastering Civility with Christine Porath**

3 sessions offered:
- 10:00 AM TO 12:00 PM THU, NOVEMBER 12, 2020
- 1:00 PM TO 3:00 PM THU, NOVEMBER 12, 2020
- 4:00 PM TO 6:00 PM THU, NOVEMBER 12, 2020
(All held Online - Link will be sent in registration email)

**Nth Dimensions Summer Intern Highlight**

“Hey everyone! My name is Joel Bervell and I am a M2 medical student at Washington State University. I graduated from Yale University in 2017, then pursued my Masters in Medical Science at Boston University. This summer I had the privilege to work with Dr. Eileen Crawford through an 8-week internship program called Nth Dimensions. Nth Dimensions works to address the dearth of underrepresented minorities in various specialties, including orthopedic surgery. As scholars, we gain early exposure to the field of orthopedics, research experience, and mentoring/professional development training. This summer looked much different due to COVID, but thanks to so many people at University of Michigan, it was a blast. I learned from Dr. Crawford, worked on a research project, and met some of the incredible residents at University of Michigan (shout outs to Bilal, Fu, and Alex for taking time to speak with me). I’m so thankful to have received such an incredible opportunity this summer and hope to meet some of you in person in the future!”
DEPARTMENT OF ORTHOPAEDIC SURGERY
Diversity, Equity and Inclusion Committee
MONTHLY COMMUNICATION

How Do You DEI?

- Dana Burkley always includes a DEI moment to start her meetings. These may be an “I” story, the sharing of a personal experience, or a video followed by a discussion.

- South Main created a board highlighting DEI

“Back in January we compiled a small DEI team here at South Main (Shane, Ryan, Menta and Kasey) to focus on our DEI initiative. They have been updating our DEI board monthly as well as coming up with some activities for all to get involved in. Unfortunately, this all started shortly before the pandemic which has impacted our ability to do much in the way of events :(

I have asked the team to keep the board going in the meantime to ensure both our patients and staff are aware of the importance of Diversity, Equity and Inclusion.

In March (pic attached) prior to our clinic closing due to the pandemic we had a Women’s month board - We highlighted famous women in Medicine and health history in women.

For the month of August, we will be doing a board for Civility month”.

-Amber Lopez, South Main ACU Manager