



Celebrating Diversity

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HSC Office of Diversity and Inclusion, Diversity Committees, & Commission on Diversity and Racial Equality

Announcing the 1st Global Health Fair: Bringing University and Community Partners Together to Serve Some of Louisville’s Most Vulnerable Populations

by Elizabeth Barnes, Global Health Center

The University of Louisville Global Health Center focuses on service, education, and research, with a priority on improving health and achieving equity in health for all people worldwide. In keeping with this mission, the Center will collaborate with partners within the University as well as those across the metro area to present the first Global Health Fair on Thursday, March 24, from 10:00 a.m. to 1:00 p.m. at Kentucky Refugee Ministries (KRM) Louisville location.

Mission

The fair hopes to provide health services for the uninsured and underinsured; for undocumented migrants living in the area; and for any refugees who, for various reasons, may not have received health screenings upon arrival in Louisville. Each year Louisville’s two resettlement agencies, KRM and Catholic

Charities of Louisville, resettle thousands of refugees and migrants from a number of countries including Cuba, Somalia, Democratic Republic of Congo, Burundi, Syria, Iraq, Myanmar (Burma), Bhutan/Nepal, and Afghanistan.

Because the fair will take place on-site at KRM, many refugees and other entrants are former or current clients of the agency and will already be familiar with the location and facility, as well as how to arrange transportation to and from the site - removing a significant potential barrier to participation. Highlights will include demonstrations of kitchen safety, nutrition, dental care, over-the-counter medications, women’s health, physical education, chronic disease management, and a health care system orientation. The UL School of Nursing and School of Public Health and Information Sciences have been key in development of these demonstrations. Interpreters will be on-site to provide language translation services for attendees.

Health services offered will include blood pressure screenings, BMI calculations, glucose tests, hearing and vision checks, health risk assessments, and HIV screenings.

Organizers expect significant interest in the fair, which will also host a bicycle giveaway. KRM expects approximately 70 bikes to be

1st Global Health Fair

Thursday, March 24
10:00am—1:00pm
Kentucky Refugee Ministries
969 Cherokee Rd.
Louisville, KY 40204

donated from Beargrass Christian Church. The bikes will be donated to refugees who signed up in advance to receive them. Planned activities also include raffles for food baskets, household good baskets, gift cards, and more.

Community Partners

Faculty, staff, and students from the University of Louisville Division of Infectious Diseases Global Health Center, and School of Public Health and Information Sciences will work alongside a range of community partners, including the University of Louisville Schools of Medicine and Nursing; the U of Louisville Director of Nursing ER services; Passport Health Plan; Louisville Metro Public Health & Wellness; The Center for Women and Families; Transit Authority of River City (TARC); Greater Louisville YMCA; the American Red Cross; the National Kidney Foundation; the Louisville Free Public Library; and Seven Counties Services.

The Global Health Center also anticipates donations from several



food stores such as Trader Joe’s, Whole Foods, and Costco. TARC has donated a free one-month bus pass.

How to Get Involved

Individuals or organizations may donate baskets or gift cards, or a basket can be created in your name. Suggested items include cleaning supplies, bathroom supplies, kitchen items, and bedroom items. The staff also welcomes do-

nations of gift cards for retail outlets where those supplies can be purchased - Target, Walmart, Kroger, CVS, Walgreens, etc. All donations go to those who attend the health fair.

To learn more or to find out how you can participate in making the Global Health Fair a success, contact [Sarah Van Heiden](#) at 502-852-1608.

Kentucky Refugee Ministries has been resettling refugees in Kentucky for more than twenty years.

Together with Catholic Charities of Louisville, KRM provides support, services, and community connection to arriving refugees. The fair is open to clients from both agencies, and both agencies offer many opportunities to work with diverse populations. We are grateful for the chance to work with these agencies and support their efforts. Learn more at [kyrm.org](#) and [cclou.org](#).



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School of Dentistry

Hispanic Student Dental Association Keeps an Active Calendar and Receives National Recognition

by Peter Garcia, 2nd year DMD student President, UofL HSDA Chapter

The Hispanic Dental Association is a national, non-profit organization comprised of oral health professionals and students dedicated to promoting and improving the oral health of the Hispanic community and providing advocacy for Hispanic oral health professionals across the US. The University of Louisville Chapter of the Hispanic Student Dental Association (HSDA) has experienced a very active year, with multiple community outreach events in the local community as well as national recognition highlighting the chapter's success.

On August 14, The UofL HSDA Chapter was honored at the Hispanic Dental Association 25th Annual Conference in San Antonio, TX. Two of our members, Poly Andrade and Robby Troehler, were awarded the HSDAF Scholarship for their commitment to the Hispanic community and dental health. Our chapter was also pleased to win second place in the Colgate Nuestros Niños Competition for our educational oral health video and app design for parents and children. The chapter was once again recognized for said

competition on September 21 at the Colgate Global Technology Center in Piscataway, NJ.

HSDA offers monthly meetings to it's members with an opportunity to learn and practice Spanish phrases useful in a clinical setting. This month, students also had the opportunity to hear from a panel of residents from all dental specialties and how they have been able to impact and help the Hispanic/

Latino population. Students wanting to enter a specialty field, or simply wanting to reach a large Hispanic/Latino patient base were able to take a lot from this informative panel.

HSDA participated in the Pumpkin Stroll on October 30, 2015 from at Slugger Field, providing free dental screenings to children up to the age of 12. This event was sponsored by Colgate.



Above: HSDA members provide free dental screenings to children at the Pumpkin Stroll at Slugger Field; Below: HSDA members honored at the Hispanic Dental Association Conference.





School of Medicine

small, can have a significant impact over time on promotions and awards.

Women Faculty in the School of Medicine: A New University of Louisville Diversity Initiative!

by Lori Wagner, MD, MA, FACP, AAMC GWIMS, ULSOM Designated Representative, Chair, L-WIMS Steering Committee



Females and males are equally represented in our nation’s current medical school student bodies; however, women continue to lag behind in the proportion of leadership positions held, in favorable evaluations received, and in salaries earned.^{1,2} Although various reasons behind such differences have been postulated, unconscious bias has been shown repeatedly in studies across a wide variety of contexts to influence our choices; with young, white, males taking the role of preferred choice. Women in medicine and science have the additional burden of an unconscious association with professions in the humanities; whereas, men are perceived as the sanctioned scientists. And this association is pervasive: both men and women have been documented to hold these beliefs. Furthermore statistically male success has been classified as ability by those who assess their work; whereas, female success has been classified as effort.³ Such potential confounders, even if

An interesting re-iteration by Martell demonstrated that if a population that originally holds 50% women and 50% men, and the men are given just 1% preference; then after 8 reiterations where the bottom 15% leaves the pool, only 35% of the population would be female.⁴ This provides an impressive example of how a seemingly inconsequential preference can have powerful long-term effects.

In order to take a more formal role in the professional development of women and address documented discrepancies in advancement, the American Association of Medical Colleges (AAMC) sanctioned the Group on Women in Medicine and Science (GWIMS) in August 2009. This organization

serves through facilitation of regular women faculty interest meetings, provision of networking events for women faculty, enhancement of connection with other women’s groups and the community, and dissemination of *GWIMSWatch*, the GWIMS electronic quarterly newsletter. Perhaps GWIMS’s most prominent activities are the AAMC Early Career and Mid-Career Women Faculty Professional Development Seminars.⁵ Local chapters at the academic institution level provide mentorship programs, local and regional research opportunities through formal meetings and networking, promotion and nomination opportunities for women through awards and leadership positions, direct encouragement of colleagues to apply for the prestigious AAMC Women Faculty Profes-



Lori Wagner represents L-WIMS to AMWA medical students, in the company of Amy Holthouser, Kristen Milam, and Rodica Turcu.



Liz Cash, Faye Jones, Sam Miller, Erica Sutton and Lori Wagner visit South Park TAPP.

and female administrative staff (a group of individuals we recognized we truly wanted to include in our activities). We have been included in the selection of nominees for the Early and Mid-Career Women Professional Faculty Development Seminars, supported the Dean at her Tower Award presentation, and we have developed and produced many activities for our ULSOM community and beyond.

Activities have included a networking meeting in which ULSOM female leaders have told their career stories; an informal discussion of leadership with the first female president of the American Medical Association, Nancy Dickey; outreach activities to female high school students at South Park TAPP and to ULSOM American Medical Women’s Association medical students, distribution of the first L-WIMS Research!Louisville Award; and, most recently, a leadership lesson on *Leading from Place*: how to lead from a “middle” position. I am thrilled with our first year’s achievements, and I want to thank Dean Toni Ganzel, and recently retired Vice Dean Jill Suttles and current Vice Dean for Faculty Affairs Ron Paul in their support. They have been paramount to our success! We had the opportunity to publicize the success of L-WIMS to the national GWIMS community, as we were included in the AAMC Council of Deans reception and poster presentation in Baltimore, November 2015.

If you are a female faculty or administrative staff, and would like to participate in L-WIMS; please

reach out to me or one of the other Steering Committee members: Liz Cash PhD, Programming Committee Chair; Deborah Davis PhD, Research Committee Chair; Sam Miller PhD, Special Events Chair; Mona Tailor MD, Steering Committee Chair-Elect; and Sara Petruska MD, Networking Chair. And please join us at our upcoming events: an evening networking event at Molly Malone’s on Wednesday, March 23, 2016; a CV workshop provided by Jill Suttles in late April/early May, 2016.

Call for School of Medicine Student Diversity Award Nominations

This prestigious award, established in 2003, is to be presented annually to students to recognize extraordinary contributions to medical education and healthcare of those racial and ethnic populations that are underrepresented in the medical profession. The ultimate goal is to honor individuals who demonstrate personal commitment and make significant, positive contributions towards addressing the educational, societal, and/or healthcare needs of underrepresented groups by way of teaching, research, and/or service. The honor includes a cash prize of \$500 and an engraved plaque.

Please contact [Mary Joshua](#) for more information or a nomination form.

sional Development programs, indirect and direct impact on promotion policy as it pertains to gender-related barriers, and formal curricular program development that promotes women specific issues and female speakers at their institution. [5628](#)

University of Louisville School of Medicine (ULSOM) joined the ranks of the numerous medical academic institutions with a formal local organization dedicated to gender development and retention for female faculty in October 2014; when the Dean, the Commission on the Status of Women, the Office of Faculty Affairs, the Office of Diversity & Inclusion, the Women’s Center, and over 40 founding members said “yes” to my proposal, and concrete plans were made to add Louisville Women in Medicine & Science (L-WIMS) to our academic community. Over the past year L-WIMS has been very active and enjoyed much success. We have formed a Steering Committee, with numerous Subcommittees, consisting of talented and dedicated female faculty. We have developed bylaws, a website, a logo, and an extensive, active membership list of female faculty



School of Nursing

Dr. Vicki Hines-Martin Honored with Jefferson Award for Community Service

Dr. Vicki Hines-Martin, Director of the Office of Health Disparities and Community Engagement and Professor, was a recipient of the Jefferson Award for outstanding community service. The Jefferson Awards initiative, sometimes called, "The Nobel Peace Prize for Volunteerism" was pioneered over 40 years ago. The Jefferson Awards recognize volunteers who transform lives and strengthen communities through dedication and service. Founded in 1972 by Jacqueline Kennedy Onassis, Senator Robert Taft Jr., and Sam Beard, the Jefferson Awards National Ceremonies are the country's longest standing and most prestigious celebration of

public service. Over the past 44 years we have identified and honored over 60,000 local "Unsung Heroes" alongside hundreds of prominent national figures. Locally, WDRB brought the Jefferson Awards to Louisville, highlighting and celebrating individuals' outstanding service to the community.

As director of the Office of Disparities and Community Engagement, Hines-Martin's work supports the School of Nursing's teaching/learning, practice, research and service activities that focus on health equity and collaboration with community partners. One goal is to increase opportunities for nursing students to learn about their many choices, and to help both faculty and students know the multitude of information available to them. In order to address disparities in care, students and faculty must move beyond the classroom and go out into the community. Hines-Martin spends time with organizations and



Vicki Hines-Martin, PhD, CNS, RN, FAAN

community groups, gathers information and conducts research.

A native of Louisville, she is passionate about community engagement and service through organizations like Neighborhood House, a community center that serves children and families living in Portland and surrounding low-income neighborhoods. "Nobody should have to suffer for something because they don't know how to address it or because they can't figure out where the resources are. It makes me happy making other people happy. This is a good way to include nursing and community engagement is real big for me," said Hines-Martin.

She also created the [Color of Health](#) multilingual website to assist providers in administering health services, resources and materials to patients and families of various ethnicities who speak a variety of languages.

See the full story and a profile of Dr. Hines-Martin's work in the community from WDRB [here](#).



Dr. Hines-Martin with children at Neighborhood House



Public Health and Information Sciences

Creel Joins SPHIS as Assistant Professor, Conducts Research on ACA Outreach and Enrollment

Dr. Liza M. Creel joined the Department of Health Management and Systems Sciences at the School of Public Health and Information Sciences (SPHIS) in July 2015 as a Commonwealth Scholar and Assistant Professor. She joins the University of Louisville community after completing her PhD in Health Services Research at the Texas A&M University School of Public Health.

Dr. Creel's work focuses on stakeholder engagement in policy planning and implementation, inter-organizational collaborations within the healthcare delivery system, and understanding access to and utilization of health services among vulnerable populations, specifically those who are medically underserved as well as children with special health care needs. She serves as co-PI on a social network study exploring changes in organizational collaboration within the Texas Medicaid 1115 Waiver Program, in partnership with Texas A&M University, the University of Texas, and the Texas Health and Human Services Commission. She is also collaborating with the Ken-

tucky Early Hearing Detection and Intervention Program on quality improvement efforts related to newborn hearing screening.

Dr. Creel serves as Principle Investigator on a study to understand the evolution and effectiveness of local outreach and enrollment activities since implementation of the Affordable Care Act (ACA). The mixed methods study, which is in partnership with the Louisville Metro Board of Health's ACA Enrollment Committee, also seeks to provide a broad characterization of the remaining uninsured population in Louisville. Through key informant interviews and document review, the study team is documenting how outreach and enrollment efforts have changed since the first enrollment period through the most recent third open enrollment. They hypothesize that targeted outreach efforts have evolved over time to accommodate the needs of underserved populations that remain uninsured. As a complementary effort, the study also examines Kentucky enrollment data to illustrate the impact of the ACA on coverage in Louisville Metro, across the state, and among sub-populations. To understand the population that outreach and enrollment efforts have not reached, the study incorporates analyses of secondary data to determine the demographics and healthcare utilization characteristics of the individuals who remain uninsured. The



Dr. Liza M. Creel

study team is interviewing individuals without insurance about their personal circumstances, decisions related to enrollment, and experiences with the healthcare system. SPHIS doctoral candidate Susan Buchino serves as co-Investigator. The results of the study will inform future targeted outreach efforts aiming to enroll the currently uninsured in health coverage.

Dr. Creel has a background in public health policy and community health improvement, particularly in the areas of obesity prevention, children's health, and children with special health care needs. Prior to graduate school, Dr. Creel worked for Texas Health Institute, a statewide non-profit based in Austin, TX, where she served as Project Manager for the Mountain States Genetics Regional Collaborative. Dr. Creel earned her Master of Public Health from the University of Michigan School of Public Health and her Bachelor of Science in Health Services Administration from the University of Texas Southwestern School of Allied Health Sciences.



HSC Diversity and Inclusion

Health Sciences Center Health and Social Justice Scholars Program to Launch in August: Applications Now Available!

by Katie Leslie, PhD
Program Director

The Health Sciences Center Office of Diversity and Inclusion is excited to announce the new Health and Social Justice Scholars Program! This initiative provides a unique opportunity of educating professional and doctoral students in an interprofessional manner to produce high quality scholarly activities related to health equity, health and healthcare disparities,

social justice, and healthcare innovation with the goal of benefitting underserved and disadvantaged populations. The program is comprehensive, providing scholars conceptual learning modules, research experience, mentoring, service learning, and professional development. The program is managed by the Health Sciences Center (HSC) Office of Diversity and Inclusion with high collaboration with Schools of Dentistry, Medicine, Nursing, and Public Health and Information Sciences, as well as community partners.

Students who have a demonstrated interest in health disparities from a community engagement perspective, attend a school at the HSC campus and will be entering their second year of a doctoral program (Au.D., D.M.D.,

D.N.P., M.D., Ph.D.) in fall 2016 are eligible to apply. Students must be in academic good standing to apply. Scholarship recipients will be chosen by a committee made up of representatives from the University and the Louisville community. Four scholars will be selected for this initial cohort (1 scholar from each HSC school). **Each scholar will receive a \$10,000 scholarship/stipend for the 2016 - 2017 academic year in addition to mentoring support, research opportunities, and professional development travel support. Scholars may participate in the program for a maximum of three years.**

Scholars will participate in clinical work (when appropriate), didactics, community-based experiences and scholarly activities. Scholars will be trained in the techniques of community-based participatory research and evaluation, and will be actively involved in the process of translating research findings into policy development and implementation. Each scholar will have two mentors; one to help them negotiate the rigors of the program and the other from their chosen field to provide guidance in their careers.

Additional program information and applications are available at the HSC Office of Diversity and Inclusion [website](#). Applications for the Health and Social Justice Scholars are due **May 31, 2016**. Applicants will be notified of their status by July 1, 2016, and program will launch in August 2016.

Health and Social Justice Scholar Objectives

The purpose of the Health and Social Justice Scholars (HSJS) Program is to provide training using an interprofessional model to perform community-based participatory research addressing disparities in health and improve health outcomes among minority and disadvantaged populations. Specifically, selected scholars will:

- Examine the intersections of race, ethnicity, gender, socio-economic status, geography, sexual orientation and other social factors that contribute to health and healthcare disparities
- Work with diverse community partners in service learning projects
- Develop and complete a community-based participatory research project designed to promote social justice and health equity
- Engage in mentoring and professional development activities to support future career goals

On average, scholars should anticipate a 2-3 hour commitment per week dedicated to this program.



Upcoming Diversity Events & Announcements

- **Her Issues are Everyone Issues: A Look at the Current Realities of Women**
Thursday, March 24
11:00am—12:30pm
Cultural Center, Belknap Campus
More Information [here](#)
- **Global Health Fair**
Thursday, March 24
10:00am—1:00pm
Kentucky Refugee Ministries
Contact: [Sarah Van Heiden](#)
- **HSC Diversity Alliance Reception**
Supporting Underrepresented Post-Graduate Trainees in Medicine & Dentistry
Friday, April 1
5:30—8:30pm
Location: 21C Museum Hotel
Contact: [Ryan Simpson](#)
- **PINK! Amateur Drag Show**
Proceeds benefitting the LGBT Center
Friday, April 1
8:00pm
Location: Multi-Purpose Room, Student Activities Center, Belknap Campus
- **Trauma Informed Care: Strategies and Challenges**
Pediatric Child and Adolescent Psychiatry and Psychology Grand Rounds
Saturday, April 2
11:00am—12:30pm
Location: Bingham Clinic/Norton Hospital
Baxter Conference Room
More Information: [here](#)
- **Tunnel of Oppression**
Monday, April 4
7:00—9:00pm
Location: Student Activities Center, Room W306, Belknap Campus
More Information: [here](#)
- **UofL Day of Service**
University staff, students, and faculty can participate in a community day of service
Friday, April 8
8:30am
More Information: [here](#)
- **Free Legal Clinic for Cancer Patients**
Wednesday, April 13
5:30—7:30pm
Location: Gilda's Club of Louisville
More Information: [here](#)
- **HSC Lunch and Learn: Islamophobia**
Speaker: Dr. Muhammad Babar
Monday, April 25
12:00—1:00pm
Location: Kornhauser Auditorium
RSVP [here](#)

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