

Diversity, Inclusion and Wellness Report

Since the establishment of the Diversity, Inclusion & Wellness (DIW) Committee, the Department of Neurology has been making strides in the education, communication, and implementation of diversity work. FY21 was the year of discovery, learning, and identifying opportunities.

In FY22, the DIW Committee focused its efforts on creating a safe and inclusive environment, and led the recognition and celebration of diversity, by encouraging curiosity and respectful discussions. The most recent effort was an anonymous survey—*Questions You Were Too Afraid To Ask*—as a way for employees to ask questions related to diversity without feeling scared or ashamed.

This report will provide a glimpse of our diversity journey. We hope you enjoy the work we have done and will join us in the next phase of our ongoing work.

Diversity Survey

In February of 2021, a diversity survey was sent to all faculty and staff in the Neurology Department. The purpose was to gather a basic understanding of who comprised the personnel in our department, the comfort level they may have in the department concerning conversations of race, gender, etc., and what could be improved in the department to achieve a higher comfort level. The goal was to use the survey results to guide our decisions as we implement various activities and education offerings regarding diversity, inclusion, and wellness.

103

Diversity Survey Responses

>70 ideas were suggested by the respondents in categories such as:

- *Culture
- *Recruitment
- *Support
- *Communication

2020

12/2020: Inception of the Department of Neurology Diversity, Inclusion, and Wellness Committee

02/2021: Conducted the first department wide diversity survey with over 59% participation rate

07/2021: Creation of a dedicated Diversity, Inclusion, and Wellness section in the monthly departmental newsletter.

09/2021: Incorporated a monthly diversity calendar in the department newsletter. Sharing important diversity and culture dates and celebrations.

09/2021: Department wide "Unconscious Bias" Lunch and Learn Session

09/2021: Department Administrator **Tammy Bamlett Sherman, MBA, MHA, CMPE**, was one of the panelists at the MCW's "Inclusive Excellence Conversation"

11/2021: Department wide "Microaggression" Lunch and Learn Session

12/2021: Initiated a new "About Me" section in the newsletter featuring department members and their diversity journey

2021

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Diversity Newsletter Articles Published

- **Medical Racism**, by Paul Barkhaus, MD – July 2021
- **Diversity & Inclusion Survey Distribution**, by Lisa Lauren – August 2021
- **Diversity & Inclusion Resources Available at MCW**, by Lisa Lauren – September 2021
- **Department of Neurology Diversity Survey Results** – October 2021
- **Department of Neurology FY22 Goals**, by Kelley Vogl, NP – November 2021
- **Why we have pronouns on our Signature Line**, by Ann Helms, MD, MS, Interim Chair – January 2022
- **Black History Month – Celebrating Achievements**, by Nygil Matthews, DNP - February 2022
- **Celebrating Local Black History Month** – Details of Black History Celebration happening in Milwaukee (i.e. Black Holocaust Museum, Lift Every Voice Project)- February 2022
- **Disability and Ableism**, by Samantha Hudson - March 2022
- **2022 Well Being Summit – Update on how Hope, Healing and Growth are strengthening our healthcare teams across all systems**, by Lisa Lauren – April 2022
- **Mental Health Awareness Month** – A Focus on Resources and Emotional Well-Being, Lynn Wheeler - May 2022
- **Wear your LGBTQIA+ Buttons Proudly**, by Ann Helms, MD, MS – Interim Chair – June 2022



- 03/2022: Department wide “Unconscious Bias” Lunch and Learn Session
- 03/2022: Received approval for Diversity specific budget from department leadership for FY23
- 06/2022: Received departmental approval to further incorporate diversity efforts into faculty incentive compensation plan
- 06/2022: Department wide “LGBTQ+: Gender Identity, Pride History, and Gay Rights Movement” Lunch and Learn Session
- 06/2022: Distribution of Pride Buttons to all faculty and staff in the department
- 06/2022: AHW Grant Funded Project: **Growing Rural Health Equity with the Help Me Grow Model** approved for Principle Investigator **Jennifer Koop, PhD, ABPP**
- 06/2022: Rolled out the anonymous survey: **Questions You Were Too Afraid To Ask**
- 06/2022: \$200,000 AHW grant approved for **Laura Umfleet, PsyD’s Building the Black American Neurodegenerative Discovery-Together Initiative to Improve Healthy Minds**

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Wellness Newsletter Articles Published

- How is your breathing? Article on Mindfulness and Reducing Stress– July 2021
- It Feels Good to Help Others – August 2021
- Harvest Time – September 2021
- Workplace Burnout – October 2021
- Diabetes Awareness Day – November 2021
- Grief – December 2021
- Form a Team Challenge in the New Year to Assist in Your Fitness Goals – January 2022
- Valentine’s Day – Indulge in Healthy Solutions – February 2022
- Daylight Savings Time – How to Adjust Your Body and Mind to the Time Change - March 2022
- Healthy Habits – How to Promote Wellness and Movement with Others – April 2022
- You Deserve to Rest – Giving Yourself a Break – May 2022
- Sunscreen Protection – June 2022

149 Participants in 3 Lunch & Learn Sessions

200

Pride buttons distributed

Diversity Engagements



Committee members attend the Inclusive Excellence Conversations monthly



Submitted FY21 & FY22 Reimagining Plans and Goals to the DI&E Office



Dr. Fernando Santos-Pinheiro is a member of the MCW DI&E Committee



On-going Training for Non-English Assessments in Neuropsychology Division



Active participation in and partnership with Kern and Children’s DI&E works

Committee Member

- Tammy Bamlett, MBA, MHA, CMPE, Department Administrator
- Amy Heffelfinger, PhD, Vice Chair, Faculty Development
- Ann Helms, MD, MS, Interim Chair

D&I Contributor

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