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.

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.

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

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

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

Diversity Survey Responses

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2020—2022

- 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

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

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

Wellness Newsletter Articles Published

Committee Member

Tammy Bamlett, MBA, MHA, CMPE, Department Administrator

Amy Heffelfinger, PhD, Vice Chair, Faculty Development

Ann Helms, MD, MS, Interim Chair

Yingying Ezell, MBA, FACHE, Division Administrator, Child Neurology, Committee Co-Chair

Kelley Vogl, NP, Nurse Practitioner Committee Co-Chair

Susan VanRoosenbeek, Executive Administrative Associate Committee Secretary

Jennifer Koop, PhD, ABPP, Professor Committee Member

Lynn Wheeler, Manager, Clinical Research Committee Member

Lisa Lauren, Sr. Reimbursement Manager Committee Member

Samantha Hudson, Program Manager Committee Member

Fernando Santos-Pinheiro, MD, Assistant Professor Committee Member, Member MCW D&I Committee

Catherine Halvorsen, Grants Operations Coordinator, Sr. Committee Member

Nygil Matthews, DNP, Nurse Practitioner Committee Member

Juan Figueroa, MD, Assistant Professor Committee Member

D&I Contributor

Executive Committee Sponsor

Executive Committee Sponsor

Executive Committee Sponsor

Committee Co-Chair

Committee Co-Chair

Committee Secretary

Committee Member

Committee Member

Committee Member

Committee Member

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