



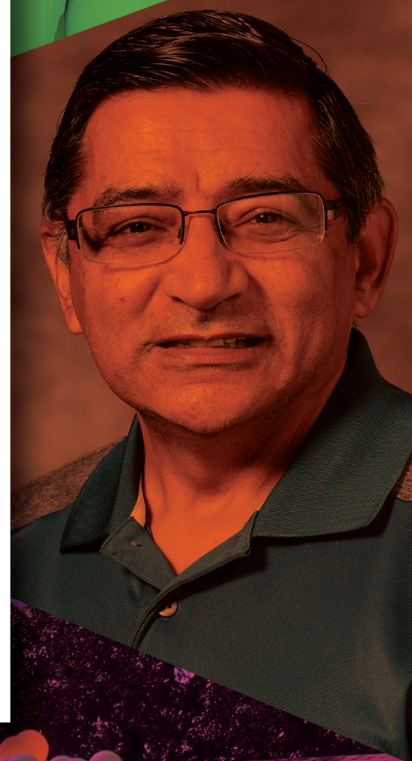
OPEN LINES





A BRIGHT IDEA

*UF Health works toward building
a culture of inclusive excellence.*



Inclusion, Diversity, Equity and Access

In light of the global protests against police brutality and the heartbreaking deaths of Black citizens, it is more vital than ever that we come together as an enterprise and serve our entire community with fair and equitable care. It has always been our priority to promote and support diversity at UF Health. This issue of Open Lines talks more about current and future initiatives and introduces you to those leading these efforts.

The current climate in our nation highlights how much further we need to go to ensure equality, fairness and justice for all of our citizens. UF Health comprises people from many races, ethnicities, cultures and backgrounds who work together to solve problems for all patients, and I believe we are an example others can follow. The respect and compassion you show one another and the people we serve, no matter who they are or where they come from, is an incredible example of how we are better when we stand together.

In this issue, you'll learn more about the individuals who make up the hospital's Diversity Council. The council has done great work over the years to show how our different cultures, beliefs and backgrounds create a strong, vibrant organization. Additionally, we have established the UF Health Science Center's Inclusion, Diversity, Equity and Access Advisory Council, or IDEA. The purpose of IDEA is to cultivate a culture of inclusive excellence, where inclusion, diversity, equity and access serve as the foundation for our medical care, education, innovation and research efforts.

I encourage you to communicate respectfully with your colleagues and leaders on topics concerning diversity and inclusion. We are not perfect and have a lot to learn, so as you continue caring for our patients, please reach out to one another to show appreciation of our differences and, most importantly, how we can continue to work together to make our organization a leader in this city.



As always, thank you for all that you do every day. UF Health strives to serve the entire community, and I appreciate your efforts to make our mission a reality: to heal, to comfort, to educate and to discover. This is what makes UF Health so special to the fabric of Northeast Florida.

Sincerely,

Leon L. Haley Jr., MD, MHSA
CEO, UF Health Jacksonville
Dean, UF College of Medicine – Jacksonville

INCLUSION, DIVERSITY, EQUITY AND ACCESS (IDEA)



OUR MISSION

To cultivate a culture of inclusive excellence where inclusion, diversity, equity and access serve as the foundation for our medical care, education, innovation and research efforts.



OUR VISION

To be the most welcoming health care asset in the region.

STRATEGIC PRIORITIES



Assess employee milestones that foster commitment to professional development and growth, retention and job satisfaction.



Enhance the climate of inclusive excellence.



Increase recruitment of underrepresented students, residents, faculty, practice and hospital staff in areas where disparities exist.



Increase retention and advancement of underrepresented students, residents, faculty, practice and hospital staff in areas where disparities exist.



Promote awareness, understanding and respect for diversity and inclusion and report measures of success.



Promote research targeting health equity.

Visit UFHJax.org/idea to learn more.



Our work in diversity, inclusion, equity and access is not new. In fact, UF Health Jacksonville has been well known since its inception in 1870 for responding to the health care needs of everyone in the community.

Throughout those 150 years, we have excelled in trailblazing clinical services, such as emergency care, trauma and heart surgery. We have maintained a commitment to education that started more than 125 years ago with the opening of the George A. Brewster Hospital and School of Nurse Training and the development of the first medical school in Northeast Florida, the UF College of Medicine – Jacksonville, in the 1960s. And we continue to build a strong infrastructure for groundbreaking research.

All these accomplishments were made as we worked toward our ultimate goal of providing patients the best medical care possible and educating the next generation of physicians, nurses, pharmacists and other health care professionals. We pride ourselves on serving the underserved population every day with respect and dignity.

The University of Florida's focus on inclusion, diversity and equity became more apparent with the appointment of its first chief diversity officer, Antonio Farias, in July 2018. Subsequently, Leon L. Haley Jr., MD, MHSA, CEO of UF Health Jacksonville and dean of the UF College of Medicine – Jacksonville, established two new leadership positions in 2019 to formally lead inclusion, diversity and equity strategies and initiatives.

Ann-Marie Knight was hired as vice president of Community Engagement and chief diversity officer for UF Health Jacksonville. Madeline Joseph, MD, was appointed associate dean for inclusion and equity for the UF College of Medicine – Jacksonville. Together, they are working to build upon the UF Health Diversity Council's accomplishments since it began more than 10 years ago.

Knight and Joseph are quickly building programming that ensures coordinated efforts are focused on matters of inclusion, such as policies, procedures, trends assessment, staff engagement and training, to name a few.

In this issue of Open Lines, you'll learn about the Inclusion, Diversity, Equity and Access, or IDEA, roadmap, which provides direction for the work ahead. With this in hand, the Diversity Council and IDEA Advisory Council, with support from IDEA champions, will develop initiatives that ensure unification across the enterprise — UF Health Jacksonville, the UF College of Medicine and UF Jacksonville Physicians Inc. — truly a One UF approach.

"Inclusive diversity" is a term coined to intertwine the importance of understanding and respecting differences while making intentional efforts to create an all-inclusive environment, regardless of any demographic differences. Supporting one another, learning from each other and sharing knowledge regarding all dimensions of diversity, whether it be age, disability, ethnicity, gender, race, religion and/or sexual orientation, is our priority.

Our work has become even more critical in the midst of the hardship our country and institution are facing related to the COVID-19 pandemic and the racial and social injustice crisis primarily impacting the Black community. These challenging times demand that we listen, learn and act in a way that promotes cultural humility in all of our interactions.

Continue reading to learn more about the enterprise's diversity and inclusion strategies as well as how you play a vital role in helping us become the region's most valued health care asset and a place where everyone who walks through our doors feels supported, included and appreciated.



▲ Our roots with diversity go back many years. When the George A. Brewster Hospital and School of Nurse Training opened, it was the only institution in the area treating and training African Americans during that time.



▲ UF Health Jacksonville continues to work toward creating a space that is diverse and inclusive.

MEET THE TEAM

Meet the advocates and representatives for diversity and inclusion at UF Health Jacksonville, the University of Florida College of Medicine – Jacksonville and University of Florida Jacksonville Physicians Inc.



UF HEALTH DIVERSITY COUNCIL

The UF Health Diversity Council's mission is to cultivate an inclusive culture throughout the hospital and all patient care settings, where all identities, experiences and differences are valued and respected. The council accomplishes this work through the development and assessment of IDEA strategic activities and other activities sponsored by Employee Resource Groups. It is chaired by Ann-Marie Knight, vice president of Community Engagement and chief diversity officer at UF Health Jacksonville.

MEMBERS

Lisa Beachler	Kenneth Givens	Gazanfar Rahmathulla, MD
Mohamed Bijani	Lamont Hogans	Richard Rivera
Tammy Brisbane	Madeline Joseph, MD	Karen Rivers, APRN
Gina Campbell	Linda Kim	Cindy Rogers
Andy Carroll-Mazeli	Tara Lile, RN	George Thomas
Cherise Conte-Bush	Eric Lowe	Hernandy Ulsaint
Gianni Crumley	Ana Martinez, RN	Efferem Williams
Patrice Cushion, RN	Luann Parker	Kathryn Wittman
	Angela Prince	

UF HEALTH SCIENCE CENTER – JACKSONVILLE IDEA ADVISORY COUNCIL

The UF Health Science Center – Jacksonville IDEA Advisory Council's mission is to cultivate an inclusive culture across all academic settings (clinical, educational, research and service), where all identities, experiences and differences are valued and respected. The council accomplishes this work through the development and assessment of IDEA strategic activities and engagement with the IDEA champions and the Women in Medicine and Science Council. It is chaired by Madeline Joseph, MD, associate dean for inclusion and equity at the UF College of Medicine – Jacksonville.

MEMBERS

Esther Bell, MD	Frank Genuardi, MD	Alexander Parker, PhD
Kelly Best, MD	Ross Jones, MD	Andrew Riga, MD
LaRae C. Brown, MD	Pradeep Kadambi, MD	Jon Robinson, MD
Eric Conde	Ann-Marie Knight	Carolina Garcia Rodriguez, MD
Ashlan Kunz Coyne, PharmD	Dan Kurmaskie	Cindy Rogers, MHA
John Davis, MD	Chandana "Sandy" Lall, MD	Gladys Velarde, MD
Jane Gannon, DNP	Arshag Mooradian, MD	Brian Yorkgitis, DO
	Carole Motycka, PharmD	Elisa Zenni, MD

IDEA CHAMPIONS COMMITTEE

Several UF Health Science Center – Jacksonville departments nominated IDEA champions to be ambassadors for the dean's office of Inclusion, Diversity, Equity and Access to advance inclusive initiatives. These ambassadors assist with the development and implementation of IDEA activities within their departments. It is chaired by Madeline Joseph, MD, associate dean for inclusion and equity at the UF College of Medicine – Jacksonville.

MEMBERS

Anesthesiology	Neurology	Pathology
Amie Hoefnagel, MD	Andreja Packard, MD, PHD	Reeba Annie Omman, MD
Keya Locke, MD	Neurosurgery	Pediatrics
	Dunbar Alcindor, MD	Michael Gayle, MD
Emergency Medicine	Obstetrics and Gynecology	Kendall Guthrie
Emily Fontane, MD	Lisa Beachler	Rita Nathawand, MD
Lexie Mannix, MD	Xiomara Lemmey, APRN	Psychiatry
Shama Patel, MD	Orthopaedic Surgery and Rehabilitation	Stephanie Sims, MD
	Lacondrea Bethea	Radiology
Community Health and Family Medicine	Maikeshia Wilson	Pam Hatch, MD
Daidre Azueta, MD	Ophthalmology	Jeet Patel, MD
Monique Bosque-Perez, DO	Irvin Harris	Surgery
Kim Matthews	Oral Maxillofacial Surgery	Bharti Jasra, MD
Internal Medicine	Tirbod Fattahi, MD, DDS	David Skarupa, MD
Tracy Ashby, DO		Sherrie-Lee Brown, MD
Maria Gutierrez, MD		

ADDRESSING INCLUSION, DIVERSITY, EQUITY AND ACCESS IN HEALTH CARE

Building a culture of inclusive excellence

Inclusion. Diversity. Equity. Access.

This is what we strive for at UF Health, and it is the driving force behind our diversity and inclusion efforts as an organization.

The topic of equitable treatment has become a worldwide conversation with the recent unjust deaths of George Floyd and many others in the Black community. It has sparked a large-scale movement of protests this year, continuing the fight against racism and social injustices that are still present in today's society.

Health inequities span the spectrum of medical care, from pain management and preventive screenings, to timely treatment for conditions such as heart disease and cancer. These inequities have become even more apparent during the COVID-19 pandemic, which is disproportionately impacting vulnerable communities of color.

Reflecting on George Floyd and similar incidents preceding it, many people feel conflicting emotions of outrage, fear and sadness, along with hope that there will be an end to discrimination and hatred.

As members of society and as UF Health employees, where do we go from here?

We need to first acknowledge and listen to the grief of our colleagues and friends who are part of minority communities. Being open to hear their struggles and see the world through their eyes is a step toward understanding and growth.

From an organizational standpoint, we will continue to make equity in health care a strategic priority. One important part is examining our current policies to identify where inequities are present and what actions should be taken to achieve greater fairness.

We also need to empower future generations entering the work force with the same principles, so they may carry it on in their daily lives and practice.

Our efforts toward inclusion, diversity, equity and access, more commonly referred to as IDEA, are also connected with other colleges and business units at the University of Florida through a network of campus diversity liaisons led by the university's chief diversity officer, Antonio Farias.

Learning and embracing IDEA in your work around our organization, along with supporting the vision, strategic priorities and the incredible work ahead will ensure a climate of civility and respect, which is essential to our daily interactions and the patient care we provide. You will play an integral role as we strive to promote inclusion throughout the organization. Your input is always welcome, and we look forward to building a culture of inclusive excellence together.

Sincerely,

Ann-Marie Knight, MHA

Vice President of Community Engagement,
UF Health Jacksonville
Chief Diversity Officer, UF Health Jacksonville

Madeline Joseph, MD

Professor of Emergency Medicine and Pediatrics,
University of Florida College of Medicine – Jacksonville
Associate Dean for Inclusion and Equity,
University of Florida College of Medicine – Jacksonville



▲ Ann-Marie Knight is vice president of Community Engagement and chief diversity officer at UF Health Jacksonville.



▲ Madeline Joseph, MD, is associate dean for inclusion and equity at the University of Florida College of Medicine – Jacksonville.

EMPLOYEE RESOURCE GROUPS



UF Health Diversity Council



One of the approaches to implementing a culture of inclusive excellence is through employee resource groups. These groups serve as subcommittees under the Diversity Council and strive to celebrate everyone.

Those interested in attending an employee resource group meeting may email diversity.council@jax.ufl.edu for more information. Employees may also visit ufh.sc/diversity to learn more about UF Health Jacksonville's diversity and inclusion efforts.



▲ Employees at a 2019 pride parade in downtown Jacksonville.



▲ Young professionals' social at Strings Sports Brewery on July 16, 2019.



▲ Members of the Veterans Employee Resource Group during a Blue Angels flyover.

LGBTQ Employee Resource Group

Committee Chair Needed

This group is searching for a committee chair. Email Ann-Marie Knight at ann-marie.knight@jax.ufl.edu to learn more about this opportunity.

The LGBTQ Employee Resource Group aims to create and foster a welcoming and inclusive environment for lesbian, gay, bisexual, transgender and queer/questioning patients, visitors and employees through education, support and advocacy.

Millennials Employee Resource Group

Linda Kim, Committee Chair

The Millennials Employee Resource Group aims to foster and empower the growth and development of millennials and encourage networking across generations.

Veterans Employee Resource Group

Mohamed Bijani, Committee Chair

The Veterans Employee Resource Group provides veterans and current military service members with valuable internal and external information, education opportunities, guidance and benefits that allow each person to pursue the highest career aspirations and community involvement they desire.



Putting IDEAs into Practice: Healthcare Equality Index

In 2019, UF Health Jacksonville was recognized as an LGBTQ Healthcare Equality Leader by the Human Rights Campaign Foundation in its 2019 Healthcare Equality Index report. This top designation was awarded during the first year of evaluation for UF Health Jacksonville.

The scoring criteria included a higher benchmark in 2019. In order to earn the top score of 100, participating facilities were evaluated on their patient non-discrimination policies, inclusivity training for staff, LGBTQ patient services and support, and employee benefits and policies.

UF Health Jacksonville takes pride in providing compassionate and inclusive care for all patients.

OL

OPENLINES

2021 NEWSLETTER DEADLINES

January – Oct. 15
February – Nov. 15
March – Dec. 15

Submit your copy and photos via
email to openlines@jax.ufl.edu.

.....

EDITOR

Sarah Hansen

DESIGN & LAYOUT

Brooke Rozmus

CONTRIBUTORS

Sarah Hansen
Ann-Marie Knight
Madeline Joseph, MD

.....



UFHealthJax.org

Images were taken prior to national guidelines of face-coverings and social distancing.

PHOTO SUBMISSION REQUIREMENTS

We welcome photos that are taken or submitted by employees. Photos should be at least 3 megabytes (3MB) in image size to be published. Please try to take or submit photos that are clear (camera is held very still); not backlit (flash is used and/or light source is not behind the subject); and framed correctly (feet are not cut off and/or subject is not shown too far away). Employees are encouraged to arrange photography with the Media Center before an event to ensure quality. **Direct questions to openlines@jax.ufl.edu or call 244.9750.**

Visit OpenLines.UFHealthJax.org to find current and past issues of Open Lines.