

PDEAC IMPACT REPORT 2022 | *President's Diversity and Equity Advisory Council*

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MISSION

NEOMED harnesses diversity, innovation and collaboration to create transformative leaders and improve health through education, discovery and service.

VISION

To be the model of excellence in innovative education and impactful research to create transformational health care leaders of tomorrow.

CORE VALUES

NEOMED incorporates the following values in all that we do: **Leadership, Excellence, Advocacy, Diversity, Equity** and **Respect**.



DIVERSITY STATEMENT

NEOMED embraces diversity and its benefits and values a work and learning environment that is grounded in respect and inclusion of all. Diversity encompasses race, culture, ethnicity, gender, socio-economic status, religion, age, sexual orientation, gender identity, gender expression, disability and military/veteran status.



When I arrived three years ago,

I conducted a listening tour with more than 200 members of the NEOMED community to learn about the things the University was doing well and to gain some insight on those areas in which the University could improve. Throughout the tour, dozens of internal and external stakeholders offered feedback including their pride in seeing NEOMED's positive impact on health policy, health systems and health care, as well as their concerns about the University's financial and campus resources. There was also much discourse regarding our lack of Black and Latinx diversity — particularly among students in the College of Medicine and across University staff and faculty.

From students, faculty and staff to alumni and clinical partners, most valued that our University held a true understanding of population health and the social determinants of health. In addition, they appreciated that most of our graduates remain in Ohio. Yet, there was an overarching sentiment, even when not articulated throughout the listening sessions, that members of the NEOMED community wanted to be more involved and informed of the University's happenings.

Upon completing the listening tour, NEOMED immediately began the strategic planning process. From the inception, employees and students would not only be involved in the strategic planning process, but they would also have an active role in it — serving on task forces and engaging in ideation.

We also involved members of NEOMED's network of clinical, education, public, civic and private partners.

I noted during our sessions that NEOMED needs to increase its student, staff and faculty diversity, that it must be reflective of not only Ohio's diversity but also of the state's main cities —

Cleveland, Akron and Youngstown — in Northeast Ohio. Ohio's Black and Latinx population was approximately 17%, but our College of Medicine was traditionally less than 6%. Our College of Pharmacy, at 17%, mirrored the state.

In 2020, enrollment of underrepresented minorities in the College of Medicine would grow to 8.4% as the University had done a number of things to increase its diversity through several initiatives including implementing new programs and pipelines, and working with the NEOMED Diversity Council.

However, we needed to accelerate our progress by looking outward for insights and counsel. So, we embedded diversity as a focus area across our Strategic Plan. Upon having our Strategic Plan endorsed by our Board of Trustees in September 2020, we engaged with external partners who could speak transparently as to what needed to be done to achieve the results NEOMED desired. The President's Diversity and Equity Advisory Council (PDEAC) was formed in the fall of 2020.

The council's initial focus would be on minority student diversity. In this Impact Report, you will find the results of PDEAC's three major goals and 13 objectives. We have not only met several of our high bars, we have surpassed them — enrolling nearly 100 Black and Latinx students from 2021 to 2022, while also increasing our Medical College Admission Test (MCAT) test scores.

This has been perhaps the most important work of our Strategic Plan. So, I want to thank our chair, Daisy Alford-Smith, and the entire Council. I look forward to working with them on reaching newer heights. We've only just begun.

Sincerely,

John T. Langell
President, Northeast Ohio Medical University



A PUBLIC MESSAGE SHARED BY OUR PDEAC CHAIR



Dear NEOMED Community ...

I am thrilled about the immediate results NEOMED is having in reaching its URM enrollment goals especially given the need to train culturally competent physicians who will then work in the diverse communities we serve. And as I considered the message I wanted to send on behalf of the Advisory Council, whose members played a pivotal role in guiding and assisting the University in identifying the diversity priorities related to the Strategic Plan, I recalled a note I read from James Harris, a parent of a 2022 incoming student. Upon attending the College of Medicine white coat ceremony, Mr. Harris posted the following message (to the right) on LinkedIn and tagged NEOMED.

We could not have said it any better.

Thank you, Mr. Harris!

The President's Diversity and Equity Advisory Council:

A handwritten signature in blue ink, appearing to read "Darius L. Reynolds".

[A LinkedIn post from James Harris, a parent of a 2022 incoming student]

Congratulations to Northeast Ohio Medical University!!!

Located in rural Rootstown Ohio, this University is a shining example of what America should be. The America I've waited more than 64 years to see.

The keynote address, by Yoleetah Iloidi, M.D, assistant dean of diversity, is where this University truly began to separate itself. I hope the class recognizes what they heard.

The class themselves almost brought me to tears.

The diversity of race, age and religion was stunning. 174 students! Now I don't have statistics, but approximately 54 to 56 percent were women. One or two wore the hijab. There was at least one young man with a yarmulke. I saw a number of crosses as jewelry. Indian, African American/Black, Asian, Caucasian and biracial. The age ranged from 19 to well into their 30s. Some were married. Twenty-two were from Ohio State University. Many had master's degrees. Men with marine haircuts, others with long hair, some with earrings. Women with tattoos — from small above the ankle to full sleeves.

All had smiles on their faces as they put on their white coats.

I wish the ceremony and reception could be displayed to the world as a sterling example of how the world should be.

Well done, NEOMED!!!



PRESIDENT'S DIVERSITY & EQUITY ADVISORY COUNCIL



Daisy Alford-Smith, Chair
*Retired Health and
Human Services Executive*



Carol Cannon
ex officio member



Ann Womer Benjamin
Mayor, City of Aurora



Lilleana Cavanaugh
*Executive Director
Ohio Latino Affairs Commission*



Giesele Greene
*Physician Surveyor
The Joint Commission*



Cindy Kelley
*VP, Medical Education
SummaHealth*



Princess U. Ogbogu
*Division Chief, Pediatric Allergy,
Immunology and Rheumatology
UH Rainbow's Babies & Children's Hospital*



Stephen Rowan
*Senior Pastor
Bethany Baptist Church*



Victor A. Ruiz
*Executive Director
Esperanza*



Duane J. Taylor
*Medical Director, Le Visage ENT
and Facial Plastic Surgery, LLC*

NEOMED DIVERSITY TEAM

Andre L. Burton, Vice President for Human Resources and Diversity
Jaclyn Boyle*, Assistant Dean, Student Success, College of Pharmacy
Sonja Harris-Haywood, Associate Dean of Curriculum, College of Medicine
Yoleetah Iodi*, Assistant Dean of Diversity, College of Medicine
Iris Mirelez, Assistant Director of Student Diversity, College of Medicine
Michelle Mulhern*, NEOMED Chief of Staff, Secretary, Board of Trustees
Molly O'Malley, Associate Director, Diversity and Inclusion
Victor M. Torres, Director of Global Engagement, HR and Diversity

PDEAC STAFF LIAISONS

James F. Barrett, Director of Admissions, Senior Executive Director for Strategic Enrollment Initiatives
Douglas E. Moses, Associate Dean, Admissions and Student Affairs, College of Medicine
Matthew Smith, Assistant Professor of Pharmaceutical Sciences, Graduate Faculty Member in College of Graduate Studies

PDEAC STUDENT LIAISONS (current and former)

Aviva Aguilar, Fourth-Year College of Medicine Student
Yahira Diaz-Cardona, Fourth-Year College of Pharmacy Student
Ikenna (John) Ogwuegbu, Pharm.D.
Phoebe Otchere, Third-Year College of Medicine Student

**Also serves as PDEAC liaison*





In alignment with the University's Strategic Plan, three goals and 13 objectives were established to increase campus diversity, as well as provide a more equitable and culturally competent curriculum for students in the Colleges of Medicine, Pharmacy and Graduate Studies. PDEAC was formed to provide insight and recommendations that would strengthen the University's commitment and ensure its success.

GOAL 1:

Achieve first-year student enrollment representative of Ohio 2020 Census population diversity.

GOAL 2:

Achieve first-year student enrollment above the Ohio 2020 Census population diversity.

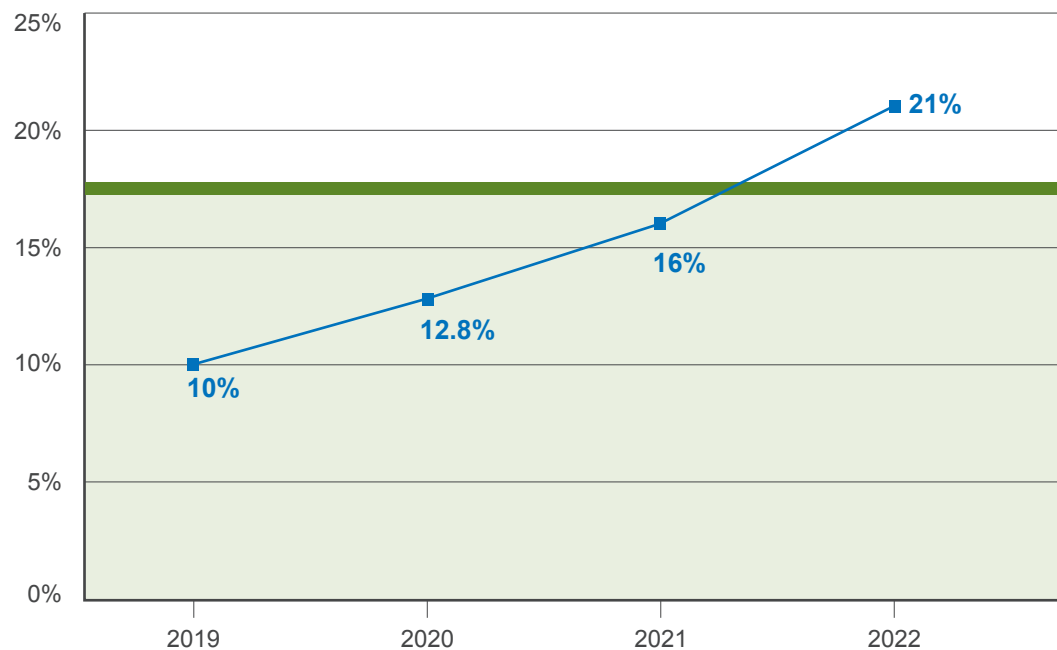
GOAL 3:

Achieve first-year student enrollment above the Ohio 2020 Census population diversity and reach specific targets by race/ethnicity.

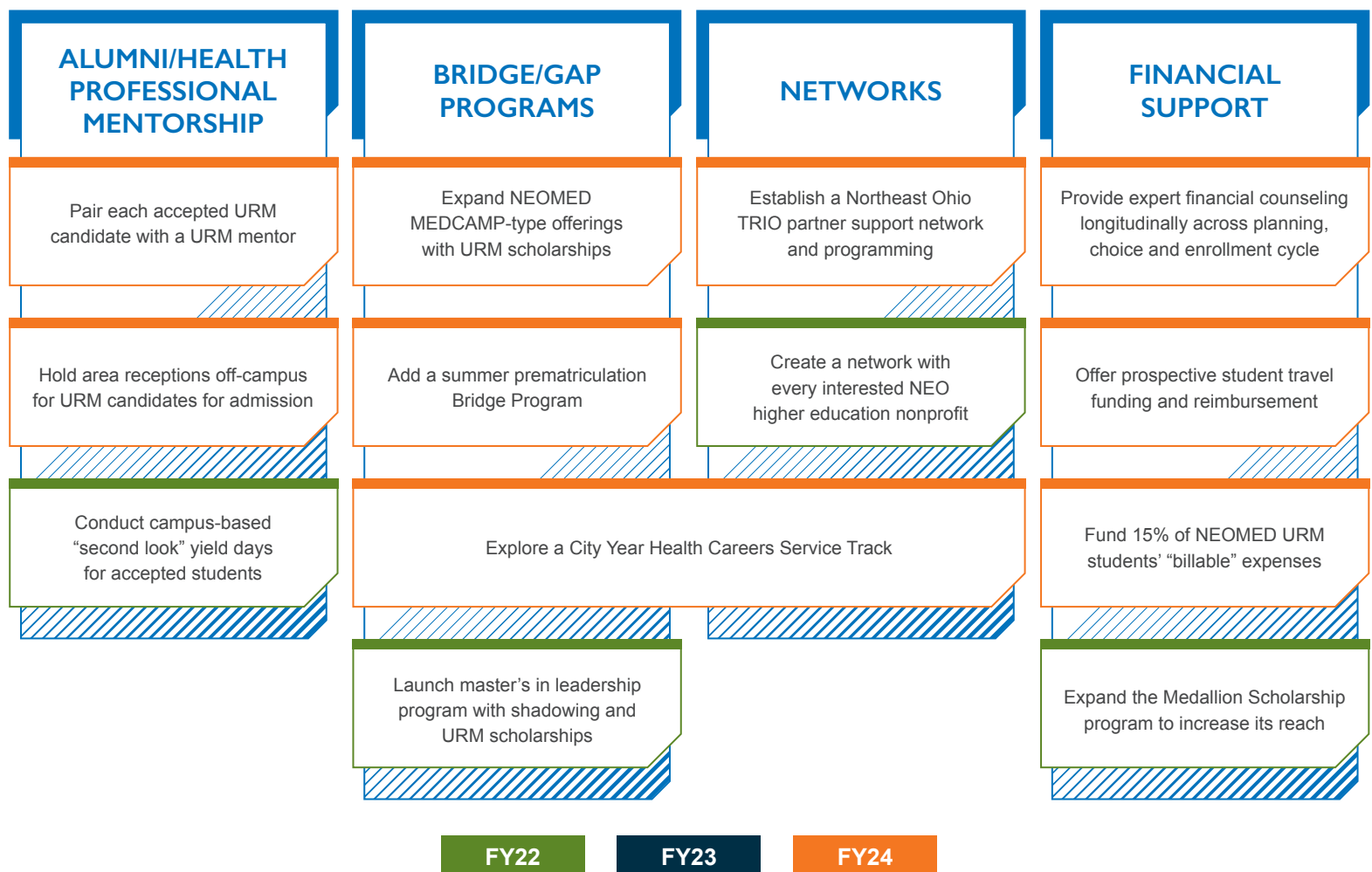
BLACK/LATINX POPULATION

Ohio (2020) 17.5%

NEOMED



Formed in the Fall of 2020, the President's Diversity and Equity Advisory Council embraced its charge of providing guidance and assisting the University in identifying the priorities related to the Strategic Plan and began work on a multilevel plan of action. After several meetings during the first few months of 2021, the Advisory Council prioritized objectives where resources could be used to have the biggest impact, adopting 13 of them to support goals of increasing underrepresented minority (URM) enrollment while accelerating success and ensuring sustainability. The planning, development and implementation stages of these initiatives vary, and much work occurred through FY2022. The objectives below are categorized into four areas and color coded to indicate the fiscal year in which they were or will be implemented.





URM Scholars Anthony Baumann, left, and Syllissa Duncan, right, with Carol Cannon. Not pictured is recipient Mairim Avila.

A builder: That’s how President John T. Langell, M.D., Ph.D., M.P.H., M.B.A., described the late Jay A. Gershen, Ph.D., D.D.S., Northeast Ohio Medical University’s sixth president. In a multitude of ways, across a decade of service, Dr. Gershen demonstrated his commitment to increasing diversity in the medical professions.

To continue that work, Dr. Gershen’s widow, Carol Cannon (pictured), established a scholarship endowment through the NEOMED Foundation for URM (underrepresented minority) medical professionals after Dr. Gershen’s passing in November 2020, a year following his retirement.

At a celebration Monday, Oct. 4, 2021, in the Jay A. Gershen Atrium of the NEOMED Education and Wellness Center, the first three recipients of the Jay A. Gershen URM Scholarship were revealed: Anthony Baumann, a first-year College of Medicine student; Syllissa Duncan, a first-year Modern Anatomical Sciences student in the College of Graduate Studies; and Mairim Avila, a fourth-year College of Pharmacy student (not pictured).



In his remarks to the attendees, Anthony Baumann acknowledged Carol Cannon, who traveled from her home in Colorado to Rootstown to attend the event. He noted gratefully that no person’s success can be counted as theirs alone.

“It feels significant to get this award because it’s the first time this scholarship has been given, and it feels good to be known for a good cause,” Syllissa Duncan said in a conversation at the reception.

Mairim Avila wasn’t able to attend the event, due to the pharmacy rotation she was serving. In remarks she provided to be read in her absence, Avila remembered the kind way that President Gershen would ask how her day was going if their paths crossed on her way to class. He made all students feel welcome, she said.

A MODEL OF EXCELLENCE FOR THE ENTIRE COUNTRY



NEOMED recently announced that 25% of its incoming 2022 Doctor of Medicine (M.D.) class consists of underrepresented minority (URM) students. This is on top of last year's class which consisted of 30% URM students. These two classes combine for nearly 100 URM M.D. students enrolled at NEOMED in the past year — far beyond what any non-HBCU medical college is doing.

NEOMED, though located in the small (population around 8,000) township of Rootstown, Ohio (just 45 minutes from Cleveland), has accomplished something that many have claimed wasn't possible — building a diverse class of talented medical students. There's no good reason that there aren't more URM students enrolled in medical colleges across the U.S. In fact, data suggest that large numbers of qualified underrepresented medical students are not being admitted to medical schools nationwide.

So, NEOMED is showing the entire country how to do it.

NEOMED's accomplishment, while the result of its strategic plan, was executed easily by incorporating business principles that challenged assumptions made in medical education and practice, used evidence-based health care issues to identify opportunities, and applied innovative data-driven methods to ensure a sustainable and successful model.

- Tests like MCAT (Medical College Admission Test) are biased. So why not use a data-driven and more holistic approach?
- 90% of health outcomes is due to the social determinants of health — behaviors, socioeconomic and environmental factors — but some simply blame the patient.
- From studies, we know that Blacks and Latinx have high levels of distrust for our health care system and that physician workforce diversity provides positive changes to the preventive care of minorities.

The solution was a no-brainer for us: Make medical school accessible to qualified underrepresented minorities now and improve the prevalence of diverse health professionals, and you will improve patient trust of providers as well as the outcomes for those who have traditionally been underrepresented with true health equity.

This small university in Northeast Ohio that's teaching larger, older and more heavily funded academic health centers all over the country how to disrupt systemic racism issues in medical education and practice is a model of excellence.




*Festival of color, culture,
religion, history, music,
food & love.*




THE NUMBERS


PEOPLE

 **23%**
of NEOMED
workforce is diverse

EDUCATION

 **95%**
of our transformational health
professions graduate students
matriculated to the Doctor of
Medicine degree program.

DISCOVERY

 Ways our new Health Services Research Focus Area might innovate to deliver health care, translate science and technology into practice, and integrate behavioral health and primary care to improve population health.

SERVICE & COMMUNITY ENGAGEMENT

18,905 VOLUNTEER HOURS
at the Student-Run Free Clinic at NEOMED

GROWTH

 **2 NEW CENTERS**
— Integrated Primary & Mental Health Care Center and
the Substance Use Disorder Treatment Center — added to
provide clinical services at NEOMED Health Care

ADMINISTRATIVE & ACADEMIC SUPPORT OPERATIONS

200+ more employees earned/increased
LSS certification



In transforming health care, we need to understand and appreciate the many cultures that make up our NEOMED community.



In Oct. 2021, NEOMED held a celebration that aligned with UN Day as it launched a new flag display representing countries from which our students and their families come. The permanent display serves as a constant reminder that inclusion of people from different cultures and experiences in our education, discovery and service will help enrich our NEOMED community and improve health in communities everywhere.

Flags will be added annually as new students enroll.



REPRESENTATION MATTERS — DIGITALLY, SYNTHETICALLY AND CULTURALLY

Long before they become health professionals, NEOMED students gain access to software and standardized patients that enable them to learn about and treat conditions that are as diverse in their symptoms and outcomes as there are people of different races, ethnicities and skin tones.

The Wasson Center, NEOMED's state-of-the-art simulation facility, uses mechanical "task trainers," like prosthetic arms, with different skin tones. The Center strives to include diversity among its Standardized Patients — volunteers who receive a stipend to act as patients in the case training of students. To ensure students are experienced, empathetic and emotionally intelligent in their interactions with people of different races, ethnicities, identities, orientations and symptoms, the Center often collaborates with others. For example, the Center was approached about developing a case for a young Nepalese patient. When they didn't have many SPs who could portray the ethnicity needed for the case, they reached out to North High School in Akron, which has many Nepalese students due to refugee resettlement in that neighborhood, to see if any students were interested. And second-year students encounter real patients in a human sexuality session that is staffed by LGBTQ+ volunteers from the community who want to share their personal experiences so students can develop a better understanding of the needs of the population.



In 2021, the University featured Art Papier, co-founder and CEO of VisualDX, on its VITALS show. VisualDx is a diagnostic clinical decision-support system designed to enhance diagnostic accuracy. Features include the world's best curated medical image library.

A major benefit of the software is a skin-of-color atlas. At NEOMED, we fight to address racial disparities in medicine, including an underrepresentation of textbook images demonstrating manifestations of diseases in people of color. This software helps us tackle that disparity by allowing access to a vast library of images of disease presentations, specific to people of color.



LIFE AS A LATINA HEALTH CARE PROFESSIONAL

For Anibelky Almanzar, M.D. ('22), growing up in the Dominican Republic shaped her choice into wanting to become a health care professional.

In the rural areas of the country, she saw other Dominicans dying from preventable health problems. People would get sick and did not have easy access to health facilities — the nearest hospital was an hour away and many people did not have health insurance nor the money to pay for medical services. As a result, some would die from diseases that could have been prevented with early detection.

The death and despair made Dr. Almanzar want to become a doctor. But the road to get there wasn't easy.

As a first-generation college student, she had to pave her own way to get into a medical university. Although she had the drive to do so, it was still a struggle to make the transition from her undergraduate program at Hunter College in New York City to Northeast Ohio Medical University. Dr. Almanzar's undergraduate advisor even tried to discourage her from going at all. "They told me, 'you're a first-generation student, you have many obstacles, you're not going to make it,'" Dr. Almanzar says.

However, she kept her eye on the big picture and after getting her bachelor's degree in biology from Hunter College in 2014, she enrolled in a post-baccalaureate program at Cleveland State University (CSU) — the NEOMED-CSU Partnership for Urban Health. Upon graduating CSU in 2018, she matriculated to NEOMED, where she not only completed a Doctor of Medicine degree but also a Master of Arts in Medical Ethics and Humanities degree, receiving both May 7, 2022.





LIFE AS A BLACK HEALTH CARE PROFESSIONAL

As a physician and a Black health care professional, Yoleetah Ilodi, M.D., is in the minority when it comes to representation in her career. For some, this realization is hard to deal with. However, Dr. Ilodi thinks about all the sad moments she hears from her Black patients, and, in a way, that motivates her to stay in her field. “I’ve heard patients say, ‘I’ve been telling these people that my back hurts and no one has been listening’ or ‘I appreciate you listening to me,’” she says. Hearing these individuals struggle with finding medical assistance and feeling unheard by some of their physicians drives her to become a better caregiver.

Dr. Ilodi advocates for better representation of doctors who may look like their patients. To tackle this issue, she joined the College of Medicine admissions committee to bring positive change to Blacks seeking the medical field.



Representation in medical schools — including NEOMED — has to be one of the first steps to changing overall demographics in the medical profession. Dr. Ilodi recognized that and saw an opportunity to help.

Increasing diversity in the student body is important. However, making sure that these students feel comfortable at the University is necessary too. To ensure this, Dr. Ilodi suggested a few ideas that may help underrepresented minority students feel more seen, including getting faculty members to attend more student events. This would show the students that they have people who support them in their endeavors. “The people of color should not be the only ones showing up, everyone should. Because that’s what justice looks like,” she says.



In regard to NEOMED, Dr. Ilodi sees it heading in a positive direction in terms of its diversity. She has been given opportunities to develop more diversity programs — like panel discussions — and to have open conversations on a variety of topics with experts in the field. While big steps may take some time, slow progression still shows some impact. It also shows that the University is trying to better itself for the students and faculty members.



RESOURCES

- URM Monthly Forums
- URM Student Representation on Diversity Council
- URM Physician Mentors
- Access to URM Mental Health Counselors to Provide Culturally Competent Student Support
- Chief Diversity Officer Advisor to National Student Organizations
- Support for URM Professional Development
- Experiential Learner Opportunities for URM Students

DIVERSITY STUDENT ORGANIZATIONS

- American Associate of Physicians of Indian Origin
- American Medical Women's Association
- Asian Pacific American Medical Student Association
- Association of Catholic Medical Students
- Association of Women Surgeons
- Black Student Association
- Christian Medical Association
- Future Military Physicians
- Latino Medical Student Association
- Muslim Student Association
- Sikh Student Association
- Student National Medical Association
- Student National Pharmaceutical Association

DIVERSITY STUDENT SCHOLARSHIPS

- Tahani Mansour Memorial Scholarship
- Samuel A. and Judy Roth Medallion Scholarship
- Blue Fund Diversity Scholarship
- Judith E. Barnes Lancaster Diversity Student Scholarship
- Earnest Perry M.D., FACS, and Dorris Perry Diversity Student Scholarship
- C.E. Josephson Scholarship
- Arthritis Knee Pain Center Foundation Scholarship
- David and Inez Myers Foundation URM Scholarship
- Watanakunakorn Family Medallion Scholarship
- Eleanor Smith Bozeman M.D. Minority Scholarship
- Shirali Family Medallion Scholarship
- Jay A. Gershen URM Scholarship
- Throckmorton Foundation Diversity Scholarship
- Luther Robinson Memorial Scholarship



AAP-PAC Ball For Babies
 Basketball Tournament
 Akron Children's Book Donation Drive
 APhA Breast Cancer
 Awareness Fundraiser
 APhA Walk for Diabetes!
 Ash Wednesday Mass
 Bible Study
 Black History Jeopardy
 Black History Paint Night
 Breast Cancer Awareness Fundraiser
 Campus Clean-Up Walk
 CCCCA Chinese school in Solon –
 Volunteer on Duty
 City of Ravenna – Easter Egg Hunt
 CMA Making Cards for Akron Children's
 CMA Wednesday Night Recharge
 Community Health Fair
 Crohn's and Colitis
 Krispy Kreme Fundraiser
 Día de Muertos
 Drumming and Line Dance Pop-Up
 Glasses Drive
 Health Equity International/St. Boniface
 Hospital Fundraiser
 Hope WaLKS 5k
 JummaH Prayer
 Kent State Women's Center
 Period Product and Packaged
 Undergarments Drive
 Latin America Travel Fair
 LMSA+SFSTS Mask Fundraiser
 Martin Luther King Jr. Day of Service
 MSA Iftar Pickup
 Multicultural Festival
 Navigating Racial Bias in Medicine

NEOMED Holi!
 OBGIG Event: Akron-Canton
 Regional Food Bank
 Operation Christmas Child
 OSIG Trunk or Treat Community Service
 Park Clean Up!
 Period Product Donation Drive
 Pop-Up Pantry Volunteer Opportunity
 Project Linus
 Public Health Interest Group Fundraiser –
 Cuterus Uterus Pins
 Radiology Interest Group Sock Fundraiser
 Relay for Life/Oncology Interest Group
 Volleyball Tournament
 Rx Takeback Day
 Saturday of Service
 School Supply Donation Drive
 SIG Service Event – UDS Soccer
 SNMA Blood Pressure Screening
 and Hypertension
 SNMA Canned Food Drive
 Soles4Shoes Donation Bin
 Speaker Event: A Day in the Life
 of a Catholic Physician
 Stand for the Kids at The Fruit Stand
 Student-Run Free Clinic (various events)
 TEDxNEOMED
 UH Portage Medication Take Back Day
 United Disability Services Soccer Event
 University-Wide Hygiene Drive Benefitting
 Skeels-Mathews Center
 USIG Secret Santa Toy Drive
 Volunteering Event – Hot Meals
 at St. Bernards
 WILDMED @ NEOMED Trunk-or-Treat



All month —

Support the SNMA Fundraiser

Proceeds will go toward future SNMA programming and more monthly initiatives that support the SNMA mission.

Make Space, Take Space Mural

Find our BHM mural representing the diversity WITHIN the Black community at NEOMED!

FEBRUARY 1

All day

Wear Red, Black and Green Apparel Day!

We invite students, staff and faculty to recognize the start of Black History Month by wearing red, black and/or green. These colors represent the Pan-African flag, a flag adopted to symbolically unite individuals of the Black diaspora.

Noon

Black History Month Speaker: Avery Ware

Avery (He/They) is a writer and educator from Lorain, Ohio. He is an adjunct professor of American History.

FEBRUARY 9

*Noon to 1 p.m. in Olson Auditorium
and Zoom*

Navigating Racial Bias in Medicine

NEOMED staff Dr. Sonja Harris-Haywood (University Hospitals) and Dr. Yoleetah Ilodi (Summa Health System, Akron) lead a crucial conversation about racial bias in medicine.

FEBRUARY 16

Noon to 1:30 p.m. at Meshel Hall

Black History Jeopardy

Lunch hour of food, fun and learning. Contestants will go head-to-head in Black history themed categories for their chance to win the grand prize!

FEBRUARY 18

6 – 9 p.m.

Black History Paint Night

Take a night off from studying and join your colleagues in a journey into Black art history.

FEBRUARY 22

Noon to 1:30 p.m.

Drumming and Line Dance Pop-up

Follow the sound of the drums to watch a performance of African drumming.

EVENTS TO CELEBRATE HISPANIC HERITAGE



The Office of Diversity, Equity and Inclusion supports and recognizes National Hispanic Heritage Month, which is traditionally celebrated from Sept. 15 through Oct. 15. For more than 30 years, the month-long festival has honored Hispanic and Latinx populations with cultural, educational and entertainment events.

At NEOMED, we often kick off the celebration in early September and extend the celebration through Nov. 2 — to coincide with the holiday Día de los Muertos (the Day of the Dead).

SEPTEMBER 16

5 p.m. in Campbell Atrium

Salsa And Salsa Night

The Latino Medical Student Association (LMSA) invites you to Salsa & Salsa Night!

SEPTEMBER 19

Noon to 1:30 p.m. in the Atrium
outside of Watanakunakorn

Latin America Travel Affair

Join LMSA to learn about various Latin American Countries! There will be food, giveaways and more.

SEPTEMBER 28

Noon in Room NEW 2014/2015

Game Lunch Hour-Lotería

Join LMSA to relax and have a little fun during the lunch hour. We will be playing lotería (similar to bingo) and other games.

OCTOBER 3-7

in the atrium outside of Watanakunakorn

Artist Spotlight Week

LMSA is showcasing a few of the many Hispanic artists that have made their mark on history.

OCTOBER 7

Noon-1 p.m. in Olson Auditorium

Spanish Medical Workshop

Get training in answering commonly asked questions in Spanish. Special guest, NEOMED Alumna Dr. Ani Almanzar. Lunch will be provided to students.

OCTOBER 10

(students only) Noon-1:30 p.m.
and October 24 (faculty/staff only)
10-11:30 a.m., both via Zoom.

Safe Space Training With Dr. Menapace

OCTOBER 19

Noon-1:30 p.m. via Zoom
and in person in Olson Hall

Assessing Cultural Awareness and Responsiveness with Dr. Jeannette E. South-Paul

OCTOBER 19

5-7 p.m. in the atrium outside
of Watanakunakorn

Karaoke Night

OCTOBER 27

5:30-6:30 p.m. via Zoom

Meet The Speaker Dr. Andres Deik, M.D.

LMSA hosts Dr. Deik, who will be speaking about his journey to become a physician who identifies as Latino.

NOVEMBER 1-2

in the NEOMED Inclusivity Center

Día de Muertos

Please join us in celebrating the Mexican holiday Día de Muertos. Bring a photo of a loved one and/or a small memento to display on the 'Ofrenda' as we remember our family and friends who are no longer with us. Día de Muertos is a celebration of life.





OUR FLAME

is anti-inflammatory and we have
**zero tolerance for harassment
and discrimination**

TITLE IX IS LAW

Employment and academic discrimination against any individual on the basis of age, color, disability, national origin, race, religion, sex, sexual orientation or veteran status is prohibited.

Any employee, student or other person who wishes to report discrimination or harassment based on the aforementioned protected classes, or for issues related to sex discrimination, sexual assault or sexual harassment, should contact the University Title IX coordinator.



Northeast Ohio
MEDICAL UNIVERSITY