From the Desk of the University Chief Diversity Officer

Dear MUSC family,

What an exciting and challenging time we live in - one filled with vast opportunities for learning “with, from and about” one another! Bi-monthly, we will use this electronic medium to keep you engaged in and informed about the work that is being done to create a more inclusive and welcoming academic health care community. This newsletter is one of many ways the Department of Diversity, Equity and Inclusion (DDEI) will “keep you in the loop.”

In the February/March 2017 edition we invite you to join the university and health center in celebrating Black History Month and Women’s History Month. A broad range of programs and events are planned with you in mind. Please make sure you read the “Upcoming Events and Programs” column to see what is on the horizon. Check out our MYQuest Minute to see the latest education and learning opportunities available.

Also, take a moment and see what is going on in the Colleges. Folks are doing some outstanding work! Do you want to be a guest contributor/writer? Please, send us an article, tip, or resource you would have us consider for inclusion in the next edition. As I ALWAYS say, “we are ALL accountable for the work” as members of the MUSC community. You can tell, I am excited about the creation of this newsletter! I hope that you share in my enthusiasm! I encourage and welcome your feedback. Be well!

With warm regards,

Willette S. Burnham-Williams, PhD
University Chief Diversity Officer
Title IX Coordinator
burnham@musc.edu
MUSC Trains Over 30 Volunteer Mediators

“MEDIATION is the radical notion that people can make their own decisions”

It has been quite some time since members of the MUSC community participated in “Mediation Process Training.” For three days, January 25-27, 2017, over thirty-three diverse members of the MUSC community were engaged in an interactive mediation training program. As a result of the training, MUSC employees now have a pathway to conflict resolution that allows those in conflict to be involved in the outcomes and decision making process. The pace of change in the 21st century requires creativity and acknowledgement of the differences – increasing diversity in populations, global economies, expanding technology and social media, and political and religious divisions. People who work in the emerging professional field of conflict management generally agree on core principles which support effective conflict resolution. Recognizing the great potential for positive change, many prefer to use the phrase “conflict transformation” to describe the work of addressing conflict in considered intentional ways.

MUSC offers a confidential, fair and voluntary process in which a neutral party (trained mediator and employee) assists individuals in resolving their workplace conflicts. The mediator creates an opportunity for the two parties in conflict to engage in a learning conversation designed to help them identify and mutually agree upon options for resolution. The Department of Diversity, Equity and Inclusion is proud to partner with MUSC Human Resources to support the education of training of the following newly trained employees:

Rachel Miller, milleer@musc.edu
LaDeidra Berry, berrl@musc.edu
Kevin Boyd, boydk@musc.edu
Willette Burnham-Williams, burnhaml@musc.edu
Joan Dolan, dolanj@musc.edu
Robert Donato, donatoir@musc.edu
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Michael Vanderhurst, vanderhm@musc.edu
Jean-Marc Villain, villainj@musc.edu
Rob Williams, willrobi@musc.edu

For more information regarding MUSC Mediation Process please visit the following websites and view the grievance policy procedures for MUSC Health and MUSC:

http://academicdepartments.musc.edu/hr/university/emp_corner/
http://academicdepartments.musc.edu/hr/university/emp_corner/employee_relations/
http://horseshoe.musc.edu/human-resources/muha/contact-muha-hr
http://www.muschealth.org/muscpublic/index.html
College of Dental Medicine demonstrates a commitment to creating an inclusive experience for the lives we touch!

College of Dental Medicine infuses a Cultural Competency CapstoneCourse (GENDT_894-01) into the 4th year dental medicine students’ academic curriculum

For the fourth consecutive year MUSC’s College of Dental Medicine offered the required six-hour cultural awareness capstone experience to students. This year, the class of over 73 students began with guest lecturer Denise DeCou’s presentation on “Striving Towards Inclusive Excellence”. DeCou, a member of the faculty at Washington University School of Medicine in St. Louis, MO, is also a member of the Office of Diversity’s team. DeCou a tri-lingual scholar and graduate of Fordham University provided and interactive and informative session- building a case for why inclusive excellence is an important component of health care. The course also included sessions on Culturally Competent Clinical Care in Dental Medicine, Care in the LGBTQ Community, Dental Healthcare Delivery Outcomes and Population Health, Disparities in Pain Care/Treatment and culminated with a panel discussion on Clinical Experiences and Issues in Delivering Cultural Competent Care.

The course director was Dr. Elizabeth Pilcher and the faculty participants included: Drs. W. Burnham-Williams, J. Vuthiganon, T. Gonzales, L. Hamil, A. Martin, W. Brantley and M. Romani.

Brandi Rollins, Doctor of Dental Medicine Candidate 2018

Brandi Rollins, of Rock Hill, SC, is a third-year dental student enrolled in the Medical University of South Carolina’s (MUSC) College of Dental Medicine. She is a proud graduate of the College of Charleston, where she earned a Bachelor’s degree in Secondary Mathematics Education. Enriching diversity and inclusion has been a goal of hers since entering higher education.

As a student at the College of Charleston, she joined forces with the Multicultural Students Programs and Services department to ensure the success of diverse communities through advocacy and academic support. Due to her dedication to diverse populations, she was honored by the College of Charleston’s board of trustees and awarded the Lucille Whipper: Promoting Diversity and Excellence Award. Now, as an MUSC dental student, Brandi serves as Chapter President of the Student National Dental Association and looks forward to being an active inaugural member of the MUSC Student Diversity and Inclusion Advisory Council. Brandi has been awarded the following academic scholarships since matriculating into dental school:

- American Dental Association Foundation Underrepresented Minority Scholarship
- Auxiliary to Charleston Medical, Dental, and Pharmaceutical Association Scholarship
- Palmetto Medical, Dental, and Pharmaceutical Association Academic Scholarship
- Thaddeus John Bell, M.D. Scholarship Endowment Graduate Incentive Scholarship
Black History Month Noon Day Lecture
“Are we worthy of our Children?”
Featuring: David Johns
When: February 08, 2017 at 12:00 Noon
Where: Basic Science Building, Room 502
Limited lunches available to MYQuest Registrants. 1 hour of D&I Credit Available. Sponsored by the Department of Diversity, Equity and Inclusion

Coffee Hour Featuring: Anton Gunn, MSW
When: Thursday, February 09, 2017 at 8:30 a.m.
Where: Clinical Science Building, Room 910
Sponsored by the Women Scholars Initiative and the Center for ARROWS Diversity & Ethnic Relations Committee

Apple Tree Society Featuring: Dr. Willette Burnham Williams
“The Intersection of Civility and Inclusion”
When: Thursday, February 09, 2017 at 12:00 Noon
Where: Educational Library, Room 405

DOTS
Diversity & Openness Talking Series
When: February 15, 2017 at 12:00 Noon
Where: College of Nursing, Room 202
Sponsored by the College of Nursing’s Diversity and Inclusion Committee

Ernest Just Scientific Symposium
When: February 24, 2017
Where: Drug Discovery Building
For detailed information please click here

Student Diversity Leadership Council Black History Month Program
When: February 15, 2017
Where: CHP Room A105

College of Pharmacy Black History Month Seminar
Featuring the first African American graduate from the College of Pharmacy
Mr. James Hodges ’71
When: February 15, 2017 at 12:00 Noon
Where: Baruch Auditorium
For detailed information please click here
Sponsored by the College of Pharmacy

“Pride and Perseverance Through the Ages” Black History Banquet
When: February 24, 2017 at 5:00 p.m.
Where: College of Health Professions Atrium
151 Rutledge Avenue - Building A
In 1915, a historian named Carter G. Woodson and a minister named Jesse E. Moorland founded the Association for the Study of Negro Life and History. Today, the association still stands and is known as the Study of African American Life and History. The association began to celebrate a “National Negro History” week in 1926. The second week of February was chosen to honor and Abraham Lincoln and Frederick Douglass as their birthdays are both during this week. The event spread like wildfire as other various organizations adopted this celebratory week. After years of people celebrating this week, mayors began to openly recognize it as well. By 1960, most college campuses had transformed the week into a month called “Black History Month”. In 1976, President Gerald R. Ford officially recognized Black History Month. President Ford told American citizens to “seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history”. Since President Ford officially announced Black History Month, all following presidents have also recognized it. So, why should we continue to recognize Black History Month? In my opinion, African American history on this Earth is very rich and complex. It is important for us to recognize, understand, and reflect on it.


by: Shirina Whig, MHA Student, College of Health Professions & Graduate Work-Study, Department of Diversity, Equity and Inclusion

Our nation will celebrate Women’s History Month commencing Wednesday, March 1 through Friday, March 31, 2017. The national theme this year is “Honoring Trailblazing Women in Labor and Business”. The theme “honors women who have successfully challenged the role of women in both business and the paid labor force.” Annually, MUSC celebrates with the nation and we recognize extraordinary women from within our vast academic health care community, in our own special way. Please be on the watch for the Catalyst articles featuring trailblazing women within “OUR” community! Via the Diversity and Inclusion website we will keep you abreast of the program/events happening in March. Please visit this website for the more current information. http://academicdepartments.musc.edu/vpfa/dei/
Equal Employment Opportunity and Affirmative Action

The Equal Employment Opportunity and Affirmative Action (EEO/AA) Office is responsible for ensuring that MUSC complies with all applicable laws and policies regarding discrimination on the basis of race, sex (including sexual harassment and pregnancy), gender identity, sexual orientation, ethnicity or national origin, religion, age, genetic information, disability or veteran status. The EEO/AA Office promotes the university’s commitment to diversity. In addition, this office is responsible for College-wide coordination of ADA compliance. The office oversees the development and implementation of policies and procedures for MUSC including:

a. Advising departments and search committees on recruiting and retaining a diverse workforce  
b. Auditing personnel practices  
c. Overseeing annual affirmative action plan reports  
d. Overseeing the six colleges ADA Coordinators and our policies for reasonable accommodation  
e. Investigating and resolving complaints

If you would like more information on the EEO/AA Office and its services, please visit this link or contact the EEO/AA Program Manager, Mr. Michael Vanderhurst: 1843.792.1282  
vanderm@musc.edu

5 Basic Things You Should Know About Title IX

1. Title IX is a landmark federal civil right that prohibits sex discrimination in education.  
2. Title IX DOES NOT apply to female students ONLY  
3. Your school must be proactive in ensuring that your campus is free of sex discrimination  
4. Your school must have an established procedure for handling complaints of sex discrimination, sexual harassment and sexual violence  
5. Your school identify a Title IX coordinator who manages complaints and the coordinators contact information should be publicly accessible on the school’s website

For more information about Title IX oversight at MUSC visit  
http://academicdepartments.musc.edu/vpfa/dei/title-IX.html

The Medical University of South Carolina's Title IX Coordinator is:  
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