“WHITE COATS FOR BLACK LIVES”
DEMONSTRATION OF SOLIDARITY HELD AT UTHSC

Written by Peggy Reisser

Several hundred students, physicians, health care and hospital workers, and community supporters gathered at the University of Tennessee Health Science Center on Friday, June 5, for a display of solidarity themed “White Coats for Black Lives.”

The peaceful protest was organized by UTHSC medical students and residents and the Bluff City Medical Society. It began with the crowd kneeling silently for 8 minutes and 46 seconds to commemorate the time George Floyd was pinned down by police and unable to breathe before he died on Memorial Day in Minneapolis.

“That 8 minutes seemed like a long time, but it was a lifetime,” observed Ken Brown, JD, MPA, PhD, FACHE, executive vice chancellor and chief operations officer for UTHSC, in welcoming the group to campus.

“Today, you have begun the fight toward the biggest health pandemic of our lifetime, which is racism,” said Keith Norman, vice president of Government Affairs for Baptist Memorial Health Care. “Racism is a public health crisis. Give yourself a hand for being a part of the solution.”

He led the gathering in a prayer. “I pray you will turn to your faith and allow your faith to lead you,” he said. “We may not have the same practice of faith, but we all believe racism is wrong and what we witnessed 11 days ago must be stopped.”

LaTonya Washington, MD, MBA, CPE, FAAP, FACP, FHM, president of the Bluff City Medical Society said, she was encouraged to see the diversity of the crowd. “This is the beginning,” she added. “Our work has just begun. So this is a call to action. If you see injustices, please stand up, say something and call it out. There is no way we can overcome this alone.”

Second-year medical student Raven Okechuku-Wachuku said the black population is facing two deadly pandemics, COVID-19 and police brutality. “As a medical student, I can’t help but feel powerless. As a black woman, I can’t help but to feel a mixture of fear and despair. But in this gathering in support of White Coats for Black Lives, it is very inspiring. While inspiration is nice, the black community needs and deserves more.”

People are looking for change, said Elizabeth Clayton, also a second-year medical student. “We have to break down institutional racism that exists through prejudicial attitudes and discriminatory behaviors in our justice system, health care system, educational system, and all forms of media,” she said. “This does not stop at this protest. We must continue to examine our own hearts and minds. We must continue to hold each other accountable and continue to have uncomfortable conversations, if we’re to create new systems that benefit everyone.”
PRIDE MONTH CHALLENGE WINNERS:
SALLY BADOUD AND MARY NEWELL!

We called, they answered! Congratulations to OED’s LGBT Pride Month photo challenge winners, Sally Badoud, assistant vice chancellor of Communication and Marketing, and Mary Newell, admissions counselor, Enrollment Management.

These lucky winners have won a FREE t-shirt for their participation.

We appreciate you all for participating in the challenge (#ShowUsYourPride) held on the Microsoft app, Yammer.

OED 101:
WHAT WE DO AND HOW WE DO IT!

The Office of Equity and Diversity offers multiple avenues for learning, training, thinking, advancing, and reflecting in support of equity, diversity and inclusion (EDI) efforts.

- **Diversity Certificate Program:** This initiative is a training opportunity for faculty and staff and in alignment with the Chancellor’s priority in the strategic map. A semester-long cohort is accepted each Fall, while a 2-day conference is offered in the Spring.

- **Diversity Passport Program:** This year-long experiential program was made to be flexible and help UTHSC students and employees explore Memphis.

- **Diversity and Inclusion Book Club:** Do you love to read? Do you love to debrief the books you read? Look no further than this book club. You may even win a FREE book!

- **Diversity and Inclusion Mini-Grants:** These seed grants are offered annually thanks to generous donations from various campus departments to assist members of the community implementing accepted project proposals.

- **Speakers Bureau:** Ever wonder, “Who could we find to speak on ‘XYZ’?”; we have a repository of self-selected speakers who are available to share their expertise with interested audiences.

- **Give to Diversity:** Seeking to make a charitable donation to help ensure EDI efforts on campus? We have a fund set up ready for you to donate!

- **Request a Workshop:** Many departments seek training to enhance their teams. Therefore, OED offers training to accommodate the group at a mere request!

- **File a complaint:** Have you seen or experienced some form of misconduct or discrimination? We can help.

- **Documenting your contribution to Diversity:** This form allows you to document your event dedicated to EDI efforts.

- **Diversity and Inclusion Advisory Council:** Chaired by OED’s AVC Dr. Michael Alston, this council consists of representatives appointed by the Chancellor who meet and discuss ways to achieve the metrics outlined in the strategic plan for 2019-2023.

- **Diversity Matters Newsletter:** This newsletter consists of articles sourced through communications and marketing and various departments on campus as well as original content drafted by OED. The bimonthly editions are available online and archived for viewing at any time.

- **Inclusion and Condolences Listservs:** OED is the owner of the inclusion listserv and moderates the content sent to its subscribers. Likewise, the condolences listserv serves as a voluntary channel to share information about faculty and staff who have experienced the transitioning of loved ones or coworkers. Approval of messages to the listservs are subject to the discretion of the OED staff.

For more information, explore our website: uthsc.edu/oed
OED INTRODUCING TWO NEW AWARDS
FOR STUDENTS, RESIDENTS, AND FELLOWS!

The OED Social Justice and Diversity Student Recognition Award recognize UTHSC students (i.e., undergraduate/graduate) whose actions demonstrate the importance of social justice activism and equity and diversity while positively impacting UTHSC and the community.

• Social Justice is evaluated based on efforts to educate people on social justice issues on campus and/or community and have shown evidence of a significant impact on addressing power, privilege, and discrimination to foster inclusiveness and a socially just society.

• Diversity is evaluated based on efforts of improving the campus climate by working on and promoting initiatives that increase the campus community’s understanding of diversity (i.e., cultures; values; beliefs; experiences; perceptions) and provides opportunities for cross-cultural exchanges.

• Equity is evaluated based on efforts to create and sustain equitable practices stemming from recognized differences and needs of individuals or groups within organizations, groups, committees, or boards. For more information, visit uthsc.edu/social-justice-recognition-award.

The Social Justice in Healthcare Leadership Award is a collaboration between the Office of Equity and Diversity and the respective Graduate Medical Education Programs in Knoxville, Chattanooga, and Memphis targeting Medical Residents and Fellows who have advocated for social justice and equity and diversity while positively impacting the University and the community; specifically, residents/fellows currently registered as a trainee.

Nominations for both awards open October 1, 2020, and close December 1, 2020. For more information, visit For more information, visit uthsc.edu/social-justice-healthcare-award.

HUNTER MORRIS TO PRESENT HEPATITIS C RESEARCH AT NATIONAL NATIVE HEALTH RESEARCH TRAINING CONFERENCE

Written by Amber Carter

Hunter Morris, PharmD, a health informatics and information management student in the College of Health Professions at the University of Tennessee Health Science Center, will present the results of his research study at the third-annual National Native Health Research Training Conference. It will take place virtually later this month.

Hepatitis C, a liver infection, caused by the Hepatitis C virus, affects roughly four million Americans. According to the Centers for Disease Control, it kills more Americans than any other infectious disease that is reported. Dr. Morris’ area of research focuses on Hepatitis C and its impact on underserved Native American communities.

His current study, “Utilizing Health Information Technology towards Eradicating Hepatitis C from an Underserved Community – Blackfeet Native American Reservation, Montana,” discusses how telehealth factored into treating Hepatitis C on the Blackfeet Native American reservation in Montana. Dr. Morris’ adviser is Sajeesh Kumar, PhD, associate professor in the Department of Diagnostic and Health Sciences in the College of Health Professions.

The Blackfeet Nation is an Indian reservation and headquarters for the Siksikaitsitapi people in the United States. Located in Montana, it is east of Glacier National Park and borders the Canadian province of Alberta. There, Hepatitis C is becoming an epidemic that is rapidly spreading. “The underlying issues that plagues this reservation like many others stem from low socioeconomic status, high levels of alcohol and drug abuse, minimal education, and geographical isolation,” Dr. Morris said. “All of these factors significantly increase the propensity for engaging in risky behavior.”

Dr. Morris, who is set to graduate in August, is currently employed as a pharmacy manager, and plans to use his degree to assume an informatics pharmacist manager role in the public sector. He discovered the need for Hepatitis C services while working in Indian Health Service at Blackfeet Community Hospital.

“I noticed that we had numerous patients infected with the virus, but it was going unaddressed from a treatment perspective, so I decided to start a pharmacist-driven Hepatitis C clinic,” he said. “Studies continue to show that directly integrating pharmacists into patient care through chronic disease state management leads to better patient outcomes.”

Since establishing the clinic, Dr. Morris has been able to begin curing patients of Hepatitis C, increasing their life expectancies. “Even in one of the most advanced and financially prosperous countries in the world, we still have populations of disenfranchised people experiencing extreme levels of poverty, minimal access to basic health care, and a lack of proper education,” Dr. Morris said. “It is up to us to ensure that these basic human rights and necessities are extended to all.”
DIVERSITY AND INCLUSION BOOK CLUB:
THE BOOKS FOR 2020-21!

The Office of Equity and Diversity hosts a Diversity and Inclusion Book Club throughout the year to stimulate discussions on diversity, equality, and inclusion. Participation is fluid to account for varying schedules and subject matter interests. The book club is open to all students, staff, and faculty.

Before each discussion, our office holds a random drawing to give away five free copies of the upcoming selection. A link will be sent out to campus for a period to enter the drawings. You are encouraged to attend even if you do not have the opportunity to finish the book before the discussion.

More information to come regarding virtual meeting dates/times.

AUG/SEPT
Talking to Strangers: What We Should Know About the People We Don’t Know
Malcolm Gladwell

OCT/NOV
The Scalpel and the Silver Bear: The First Navajo Woman Surgeon Combines Western Medicine and Traditional Healing
Lori Arviso Alvord and Elizabeth Cohen Van Pelt

JAN/FEB
Just Medicine: A Cure for Racial Inequality in American Health Care
Dayna Bowen Matthew

MARCH/APRIL
The Likability Trap: How to Break Free and Succeed as You Are
Alicia Menendez

APRIL/MAY
Eyes to the Wind
Ady Barkan

WOMEN’S EQUALITY DAY: AUGUST 26

At the behest of Rep. Bella Abzug (D-NY), in 1971 and passed in 1973, the U.S. Congress designated August 26 as “Women’s Equality Day.” The date was selected to commemorate the 1920 certification of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world’s first women’s rights convention, in Seneca Falls, New York. The observance of Women’s Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women’s continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate in Women’s Equality Day programs, displays, video showings, or other activities.

More information: nationalwomenshistoryalliance.org/resources/commemorations/womens-equality-day/
2020 CHANCELLOR’S EXEMPT STAFF AWARD

The Office of Equity and Diversity, in conjunction with the Chancellor’s Office and the Chancellor’s Exempt Staff Award Selection Committee, presents the 2020 Annual Chancellor’s Exempt Staff Award. To encourage a greater volume of nominations, the nomination process has been simplified. A nominator must provide a single letter of support to nominate an eligible employee.

NOMINATION PERIOD: September 1 – 18, 2020 – The Chancellor’s Exempt Staff Award nominations should be submitted no later than September 18, by 5:00 p.m. Each nomination should consist of a single letter of support from the nominator. It must be uploaded and submitted via the nomination form.

Following the nomination, the nominee’s direct supervisor and one colleague of their choice will be asked to complete a questionnaire about the nominee’s work behaviors related to the criteria for nomination. These must be submitted by September 25, 2020.

The Chancellor’s Exempt Staff Award evolved during the UT Family Campaign in 2007 by Drs. Michael and Chandra Alston, co-chairs for non-exempt staff and non-faculty exempt staff groups. This award was created to recognize one deserving non-faculty exempt employee who has demonstrated outstanding service and/or who has made a significant contribution to the university community beyond the normally expected duties for his/her position. The winner will be announced and presented with a plaque and a $1,500.00 award. The 1st runner up will also receive $500. The winner’s picture will be displayed on OED’s website.

The nomination form and all information related to this award can be found on the OED website.

uthsc.edu/oed/exemptstaff.php

THOMAS LICHTERMAN “EMPLOYEE OF THE YEAR” AWARD:
NOMINATIONS OPEN JULY 20TH

July 20th to August 21st is the 34th annual Thomas C. Lichterman “Employee of the Year” Award nomination period.

Each year, non-exempt employees with at least 3 years of service can be nominated for the Lichterman award by a supervisor, co-worker, or other UT or UCH employee. Nominees should possess qualities such as dedication, hard work, and a positive attitude. If you know of any UT or UCH employees that meet these standards of service, please nominate them!

To nominate an employee during the nomination period, visit the nomination webpage: uthsc.edu/lichterman-award/nomination.php

UTHSC People Search can also be used to nominate UTHSC employees for the Lichterman Award until August 21, 2020. To submit a nomination, enter the name of the person that you wish to nominate in the people search box on the main page of the UTHSC website. A return search will display all persons with the name that you entered. Click on the appropriate person’s name. The next screen will provide detailed information on your proposed nominee. Click at the bottom of this page to proceed with the nomination. Next, you will be asked to enter your NetID and password. Next, you will press the “Submit Nomination” button. The next screen confirms your nomination.

Learn more about Lichterman by viewing uthsc.edu/lichterman-award/index.php.

For more information, contact Isabella Porcaro at iporcaro@uthsc.edu

Good luck to all nominees!
I recently received a message from a faculty administrator informing me that several African American individuals in a UTHSC educational program were offended when some non-African American peers and professionals asked them questions related to national news regarding the homicides of George Floyd and Breonna Taylor. Some examples of the questions were, “How are you doing in the wake of all that is going on?”, “It must be hard to be Black in this country right now, how are you feeling about everything?” and “What are your thoughts on the current events?” They explained that the individuals perceived these questions as demoralizing and somewhat triggering.

You may be wondering, was there an absence of empathy during the interaction or was the intent to convey empathy lost in translation. Remember, empathy is described as one’s ability to emotionally understand what other people feel, see things from their point of view, and imagine yourself in their place. For some of us, the ability to convey empathy may be elusive even when the effort is genuine. Despite our visible differences, we all share some common similarities. One is that we have all, or will at some point in time, experience the death of a loved one. Moreover, many of us may struggle about what to say to a student or colleague when they return to the educational, clinical, or office environment after experiencing such a loss.

The goal of this message is to raise awareness and offer support to our students, trainees, staff, and faculty about these types of interactions, regardless of intent, that could potentially be counterproductive given the current climate around social justice, oppression, and racism. A more thoughtful approach may be to wait for these conversations to be initiated by the African American individuals themselves. In addition, non-African Americans can work to thoughtfully create environments of inclusivity that can assist in making African Americans or members of other marginalized groups feel more welcomed and comfortable initiating these conversations. Because we all have a unique blend of identities, cultures, and experiences that inform how we think, interpret, and communicate, it is safe to say our expression of empathy may not be as translatable as we believe it to be. To assist you in engaging in inclusivity, here are some resources to consider for greater knowledge and understanding:

• Your Performative Empathy Does Not Equate To Justice for Black Life Joyell Arvella June 11, 2020
• How Long Must We Wait: What it’s like to be black and exhausted in America Robert M. Sellers Chronicle.com
• Understanding My Privilege Sue Borrego’s TedxTalk, 13 minutes.
• How to Begin Talking About Race in the Workplace Knowledge@Wharton, June 15, 2020

DIVERSITY CERTIFICATE PROGRAM:
FALL 2020

The Office of Equity and Diversity is excited to announce a new take on the fall session of the Diversity Certificate Program (DCP). Participants in the DCP will explore their backgrounds, identities, and values while developing critical competencies from a variety of disciplines that deepen their understanding of historical and institutionalized policies and practices. The program’s format will be entirely virtual, with a total of 10 courses offered during two different five-week periods, thus creating two different cohorts. The size of each cohort will allow for crucial conversations and exchanges, with allotted time for Q&A segments to take place.

OED will begin accepting applications on Friday, July 31st, with a closing date of August 24th. The two cohorts will run consecutively from September to November for five weeks each. For more information, please visit uthsc.edu/ued/dcp.php or contact Isabella Porcaro at iporcaro@uthsc.edu or 901.448.3404.
**D + I MINI-GRANT: 2020 AWARDEES**

**Leiberh Noel Diaz, MD**  
PGY-2 Resident  
Department of Psychiatry, College of Medicine  
**Latino Mental Health Outreach**  
This project aims to increase the psychiatry residents' and medical students' exposure and involvement with the Latino population in Memphis by providing mental health services in Spanish. Through a partnership with the Church Health Center, Dr. Diaz, under the supervision of Dr. Joel Reisman, will conduct psychiatric evaluations and treatment to Spanish-speaking adult patients who present to Church Health, with the option for other medical students in the program to volunteer as well. Dr. Diaz will also join the American Psychiatric Association's (APA) Hispanic Caucus and attend the APA's annual meeting in Los Angeles in May 2021. These efforts in conjunction with obtaining textbooks and materials related to Latino mental health will help to establish research and core knowledge that can be shared within the program.

**David Hamilton DVM, DACLAM**  
Director  
Laboratory Animal Care Unit  
**SEED Training to Enhance Team Dynamic and Inclusiveness**  
The Laboratory Animal Care Unit (LACU) provides care and oversight to the University's research animals, therefore personnel must work efficiently to accomplish the goals of the unit. The LACU team will partake in Seeking Educational Equity and Diversity (SEED) diversity training for all leadership levels facilitated by Dr. Mildred Randolph, Laboratory Animal Medicine Director at UAMS who is familiar with LACU culture specifically.

**Kirk E. Hevener, PharmD, PhD**  
Assistant Professor  
Pharmaceutical Sciences, College of Pharmacy  
**Minority Student Recruitment into UTHSC Graduate Programs**  
This project will direct recruitment efforts for the Pharmaceutical Sciences graduate program towards increasing the number of Tennessee (and nearby states) resident minority applicants. Recruitment efforts will be achieved by having a state and region-wide recruitment campaign focused on undergraduate Historically Black Colleges and Universities (HBCU). Dr. Hevener will present formal scientific seminars at HBCUs with interested students about the program, with an informal lunch following where students can ask questions.

**Kenneth Hohmeier, PharmD**  
Associate Professor and  
Director of Community Affairs  
Clinical Pharmacy and Translational Science, College of Pharmacy  
**Promoting Inclusion and Engagement for Online Learning**  
The Student National Pharmaceutical Association (SNPhA) will develop online learner support (LS) focused on inclusivity and social engagement to help ease the disproportionate impact that online distance learning can have on certain student groups. The learner support will consist of digital and social media for UTHSC College of Pharmacy student pharmacists, will be accessible via WiFi or cellular data, and will be housed centrally on a new, mobile-friendly website. The digital content will be developed by students, faculty, and staff and will include podcasts, blogs, vlogs, social media campaigns, and seminars that will be accessible across a few different platforms.

**Kathy Kenwright, EdD, MLS (ASCP)SI, MB**  
Medical Laboratory Science Program Director & Associate Professor  
Diagnostic and Health Sciences, College of Health Professions  
**Lend a Book (LAB)**  
The Medical Laboratory Science program has a large percentage of students that are now facing extra financial challenges concerning distance learning due to the pandemic. Therefore, the objective of the Lend a Book initiative is to provide textbook resources for students that are financially challenged to facilitate their retention and success in the program.

**Thomas Laughner, PhD**  
Director  
Teaching and Learning Center  
**Universal Design of Learning: Creating a Culture of Change**  
As the campus attracts more diverse students, the Teaching and Learning Center and Student Academic Support Services and Inclusion are aiming to create a Universal Design for Learning (UDL) program so that instructors can help create a creative and inclusive learning environment. The project supports the goal to create inclusive learning environments due to UDL’s focus on maximizing the student’s success. Instructors will attend monthly seminars and activities where they will become more knowledgeable about UDL and how to incorporate this approach into their classes.
## RELIGIOUS HOLIDAYS

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<tr>
<th>Date</th>
<th>Event Description</th>
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<td>Jul 5</td>
<td>Asalha Puja Day – Buddhist</td>
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<td>St. Benedict Day – Catholic Christian</td>
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<td>Jul 15</td>
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<td>Pioneer Day- Mormon Christian</td>
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<td>Jul 30</td>
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<td>Jul 31 - Aug 3</td>
<td>Eid al Adha – Islam</td>
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<td>Lughnassad – Imbolc – Wicca/Pagan</td>
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<td>Fast in Honor of Holy Mother of Jesus – Orthodox Christian</td>
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<td>Krishna Janmashtami – Hindu</td>
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<td>Aug 13-15</td>
<td>Obon (Ulambana) – Buddhist/Shinto</td>
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<td>Aug 15</td>
<td>Assumption of Blessed Virgin Mary – Catholic Christian</td>
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<td>Dormition of the Theotokos – Orthodox Christian</td>
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<td>Beheading of St. John the Baptist – Christian</td>
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**Phuong Nguyen**  
Employee Relations Counselor  
Human Resources  

**Playback at UTHSC: A Cultural Humility Workshop**

Employee Relations will launch a cultural humility workshop in collaboration with Playback Memphis Theater Company which will provide an experiential learning opportunity for diverse employees to develop cultural competency knowledge interactively. In addition to working with Playback Memphis, the project will also be facilitated by Dr. Mollie Anderson, a faculty member at the University of Memphis. The project aims to serve as an opportunity for UTHSC employees to engage in supporting and empowering learning interactions.

**Amanda Simmons, MS CCC-SLP**  
PhD Candidate  
Department of Audiology and Speech Pathology, College of Health Professions  

**Development and Implementation of Computer-Based Learning Modules on Alternative Communication for Pediatric Nurses and Nursing Students**

The Department of Audiology and Speech Pathology, in partnership with the College of Nursing, will work to develop computer-based learning modules on alternative communication and communication boards that can be implemented in clinical settings, especially in the branch of pediatrics. The development and implementation of these modules will be based on data collected via interviews and focus groups that are then taken and re-developed into the education module curriculum. These modules will be verified and edited by 10 different nursing students to ensure clarity and quality and will ultimately be used in a trial across the US with 75 participants.

**Kuan Xing, PhD, MEd**  
Director of Assessment and Research  
Center for Healthcare Improvement and Patient Simulation  

**Developing Standardized/ Simulated Patients (SPs) to Better Portray the Social Determinants of Health (SDoH)**

Simulation practices in healthcare rely on standardized/simulated patients (SPs) to help health professional students enhance their clinical and communication skills. Therefore, the SPs play a critical role in the education of the students at UTHSC. This project seeks to provide insight into the social determinants of health for the SPs to be able to portray the roles assigned to them more effectively and consequently increase the effectiveness of the healthcare simulations.

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**For more information, please contact:**

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