



EMORY  
UNIVERSITY  
SCHOOL OF  
MEDICINE

Office of Equity  
and Inclusion

2023  
2024



MED.EMORY.EDU/DIVERSITY

# FY24 END OF YEAR REPORT

OFFICE OF  
EQUITY AND INCLUSION

EMORY SCHOOL OF MEDICINE

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**SHERYL HERON, MD, MPH**  
*CHIEF DIVERSITY & INCLUSION OFFICER*

The Emory University School of Medicine’s Office of Equity and Inclusion drives institutional goals around DEI, including program and policy development, awareness and education, research, innovation, and partnerships and engagement. We aim to create a culture and climate of equity and inclusion, where diversity is nurtured, valued, and celebrated.

In alignment with One Emory’s six pillars, our DEI goals are grounded in four strategic priorities:

- 1) Awareness, Learning, and Growing
- 2) Inclusive Culture and Climate
- 3) Community Engagement
- 4) Research and Innovation

The EUSOM DEI governance structure explicitly engages faculty, learners, and staff. Broad stakeholder engagement is leveraged to activate our strategic plan, emphasizing internal and external impact on the EUSOM community.

The last year in OEI has been transformative. We have hired four team members, including a new Assistant Dean for Equity, Engagement and Belonging, who will be focused on growing our strategic priorities for discovery and innovation. We hosted our largest ever Diversity and Inclusion Week that reached faculty, staff and learners. As a school, we won the Higher Education Excellence in Diversity Award (HEED) after applying for the first time.

We are excited about the momentum we have and the journey ahead. Most of all, we are grateful to our EUSOM colleagues and friends who support our values and contribute to making the aspirations of building an inclusive climate and culture a reality.

We do this together. Collaboration, Alignment, and Partnership - #CAP.



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**K'ERIKA GREEN, MPH  
PROGRAM COORDINATOR**



  
**MEET THE  
TEAM**  


**LAMERIA PRIMROSE  
SR. ADMINISTRATIVE ASSISTANT**



**MONÉT SERIEUX, M.SC.  
PROGRAM COORDINATOR**





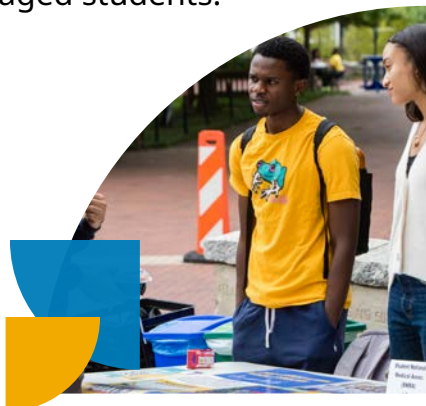
# FROM THE OFFICE OF MULTICULTURAL AFFAIRS



OMA collaborates closely with the Office of Admissions to recruit applicants traditionally URiM through pre-application, application, and acceptance stages of admissions. This includes participation in recruitment fairs at the annual AAMC meeting, visits to colleges and universities and advising sessions to undergraduate students and pre-health advisors from Emory University.

## First Look Program

Invites accepted URiM students to visit campus, including sessions with representatives from the Office of Multicultural Affairs, offering the opportunity to meet with enrolled students and SOM faculty and staff, and financial support for economically disadvantaged students.



## Emory Revisited Program

An annual event inviting accepted URiM applicants for a second look at the medical school program to engage with other URiM students, residents, and faculty at Emory.

## EmPREP

This program provides tips, resources, and scholarships to increase the competitiveness of URiM students. Additionally, the admissions process emphasizes understanding each applicant within their unique context, valuing academic excellence while appreciating the diverse interests and experiences that contribute to a vibrant campus.

## Pathway Programming

The Office of Multicultural Affairs started its first pathway program (Summer Science Academy) in 1996. Since then, OMA has expanded to three programs serving secondary and post-secondary students from underrepresented populations. We also maintain a partnership with our local community college, Atlanta Metropolitan State College.



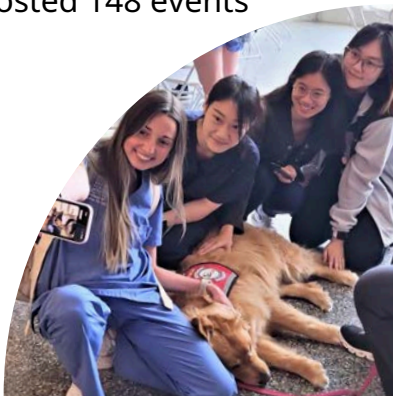


The Center for Holistic Student Success (CHSS) is committed to students' sense of belonging at Emory School of Medicine. This includes but is not limited to academic support services (tutoring, strategy sessions, TA sessions, board preparation), mental health and wellbeing access and programming, as well as student culture and climate as it relates to trust and sense of belonging.

Opened in July 2023, CHSS is a centralized hub for students to pause and check in on what they need. It's a space to normalize the struggle and feel empowered to access help. It's also a space to grow constantly in your coping strategies, wellbeing, and resilience during challenging times.

**In it's first year, CHSS celebrated many accomplishments:**

- Increased the near peer tutoring program from 4 MD tutors in the School of Medicine to 49 tutors in 2023-24 across MD, PA, AA, GC, and today 73 tutors in 2024-25 across MD, PA, DPT, and GC.
- 182 unique students serviced over the past year. This represents roughly 1 out of every 5 SOM students served.
- 588 individual 1:1 student meetings
- 323 unique learners served
- CHSS hosted 148 events



- Improved access to academic support services and improved access and awareness of mental health and wellbeing resources. Still much opportunity to improve trust and sense of belonging.
- CHSS partners across the School of Medicine and Emory University to align wellbeing, mental health, wellbeing coaching, student intervention services, tutoring, and accessibility services for our students.
- Created guides for: Lactation Rooms across Clinical Sites, Hijabs in the OR guidance, and Resources for students facing financial concern.
- CHSS is new and wants to deeply foster a space of belonging and family in the School of Medicine. Celebrating many gains in the first year, CHSS recognizes the work is far from done.
- Future endeavors: Flourishing in Medicine with KNN, OEI/CHSS belonging and inclusion quarterly webinar series, CHSS sense of belonging research study (2 years), and further alignment across student success efforts throughout SOM.



## PARTNERSHIPS WITH HEALTHCARE LEADERS

SOM OEI meets consistently with DEI /Health Equity leads across Emory Healthcare, Grady, and the Pediatric Institute. This has culminated in joint programming, national presentations, and ongoing collaborative strategy development linking DEI and Health Equity.

## DEPARTMENTAL WEBSITE PRESENCE

OEI set a goal to have all SOM departments have a DEI website presence by the end of the fiscal year, and 93% of departments met this goal. Websites help us demonstrate our commitment to DEI-based efforts and tell the story of our DEI work to our community.



## COMMUNICATION AND OUTREACH

### SOM Diversity Council

The Office of Equity and Inclusion convenes the School of Medicine Diversity Council, made up of DEI leads from each department in SOM, learners, staff, representation from development and alumni office, and other senior leadership. This approximately 45-member council meets monthly to discuss matters related to DEI, including highlights from departments, opportunities for community engagement, and collaboration on programming and initiatives. Each department on the Diversity Council was asked to submit an end-of-year report with reflections from the past year and SMART goals tied to our OEI strategic plan.

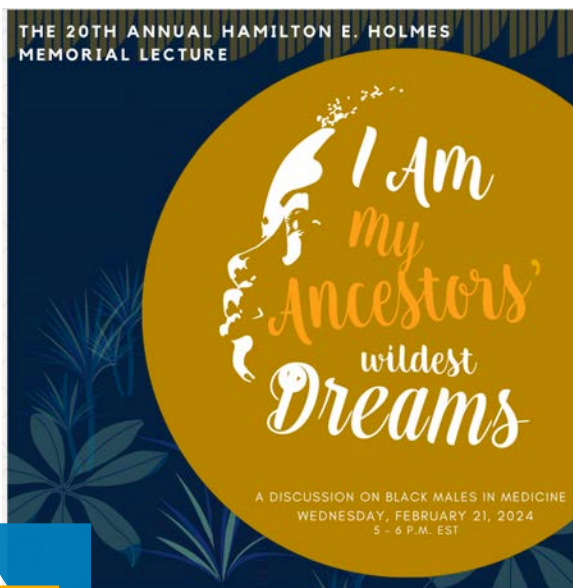
### Departmental Communications-On the Road

In 2024, OEI met with all 27 department chairs and DEI leads to share our On the Road presentation which included data transparency related to aforementioned surveys and faculty/staff demographics. Also included, OEI strategic goals and initiatives which allowed for open communication about successes and barriers departments are facing in implementing DEI initiatives. We also met with other key SOM stakeholders, including representatives from Admissions, Communications, HR Leads, Continuing Medical Education (CME), and the Emory @ Grady leadership team.

## DR. HAMILTON E. HOLMES LECTURE

The Office of Multicultural Affairs, in partnership with the Dean's Office and the Office of Equity and Inclusion annually hosts a lecture in honor of Dr. Hamilton E. Holmes, the first African American to graduate from Emory School of Medicine in 1967. Dr. Holmes was an orthopedic surgeon, Associate Dean at Emory University School of Medicine, and served as chairman of the orthopedic unit at Grady Memorial Hospital.

In 2024, we celebrated the 20th anniversary of the Holmes Lecture, with the theme, "I Am My Ancestors' Wildest Dreams," to reflect on the unique journeys of Black men in medicine working to foster health equity. We are honored each year to have distinguished guests and community members attend, Mrs. Holmes and her family, and this year, Dr. Marion Hood.



## SOM SUPPLIER DIVERSITY EFFORTS

The Office of Equity and Inclusion has been partnering with the SOM's Financial team and Emory University's Supplier Diversity Manager to create guidelines and practices that can help us to increase our purchasing with diverse suppliers. We've identified a number of opportunities that we are in the process of identifying effective practices for rollout to SOM faculty and staff purchasers. Additionally, OEI, is committed to utilizing diverse vendors when it is possible. For Diversity and Inclusion Week, 11 of our 15 vendors (73%) were diverse vendors, up from 65% in 2023.

## DR. MARTIN LUTHER KING JR. COMMUNITY SERVICE AWARDS

The Emory School of Medicine and the Woodruff Health Sciences Center honored Rev. Dr. Martin Luther King, Jr. by recognizing three exceptional community partners engaged with our medical students in the Community Learning and Social Medicine course, reflecting this year's theme, "It Starts with Me," which aligns with The King Center's vision of promoting Kingian nonviolence and supports our strategic plan for diversity and inclusion through community engagement.



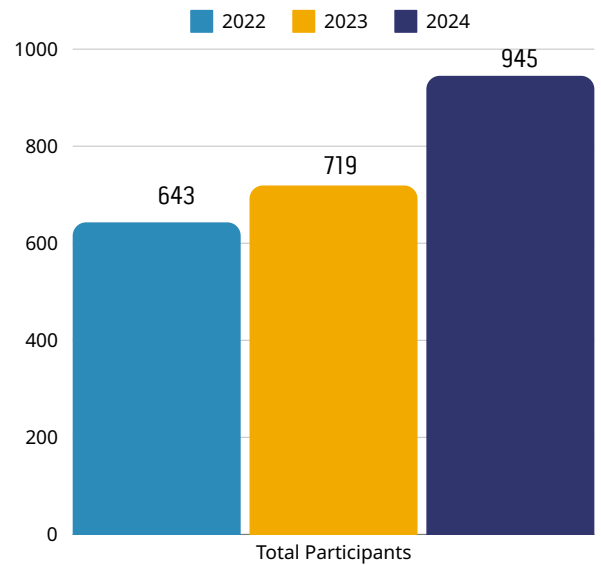


# DIVERSITY AND INCLUSION WEEK

The Office of Equity and Inclusion hosted our 3rd annual Diversity and Inclusion Week in May 2024, with the theme From Being to Belonging. The theme was selected based on data from our annual surveys, Press Ganey and the Diversity Engagement Survey (DES) which demonstrated a need to increase sense of belonging among SOM community members. We increased our participation from 719 people in 2023 to 945 people in 2024.

The week was planned by a committee of faculty, staff, and learners and included nine different programs including:

- Keynote Address from Emory Healthcare's Chief Transformation Officer, Dr. Amaka Eneanya
- Art Gallery and Taste of GME
- Health Equity Day
- Diversity, Equity & Inclusion- Cornerstone of Care with Emory Healthcare
- Racial Healing Circle: The Journey from Being to Belonging
- Spiritual and Interfaith Life Meet and Greet Reception
- DEI Departmental Leadership Session
- D&I Block Party
- Closing Keynote and Breakfast with the Dean
- OEI Community Forum- Conversations with DEI Leaders Across Woodruff Health Sciences



## Participation Breakdown

*Please note the numbers represent the total number of participants who attended in-person and online for the entire week.*

### Block Party

The Block Party has become a cornerstone program for D&I Week and it gives us an opportunity to joyfully come together in community! This year's Block Party was bigger than ever and featured food trucks from multiple diverse vendors, a mariachi band, and a DJ (Dr. Khaalisha Ajala, a SOM faculty member).

### Art Gallery

The Art Gallery represents another cornerstone program of D&I Week. OEI partners with Graduate Medical Education (GME) to host a gallery opening with their Taste of GME event, that features art made by SOM community members and food representing the cultures of SOM faculty, staff, and students. There were 15 art pieces submitted and over 60 attendees at the opening.





## NATIONAL MEDICAL ASSOCIATION (NMA) RECEPTION

In 2024, SOM OEI hosted our 2nd annual reception at the National Medical Association Scientific Assembly, in partnership with Provost's Office and Emory Healthcare's Diversity, Equity and Inclusion Office. The NMA is the largest and oldest national organization representing African American physicians and their patients in the United States and, as such, we see active presence there as a core strategy in diverse faculty recruitment efforts.

There were 50 attendees at the Emory NMA reception representing Emory faculty, students, residents and alumni, as well as conference attendees from other universities.

We will continue this outreach effort in the year ahead and encourage members of the School of Medicine community to join us at NMA in 2025!

## FACULTY PROFESSIONAL DEVELOPMENT FOR DEI WORK

The Office of Equity and Inclusion was allocated a small amount of funding to support DEI-based professional development and was able to support a faculty member from Human Genetics (Dr. Emily Allen, pictured below with her poster, "The Next Gen High School Internship Program at SOM") and a faculty member from Emergency Medicine in attending the Association of American Medical Colleges-Group on Diversity and Inclusion Conference to present their DEI work.

We look forward to continuing to grow this work and encourage our faculty to share their DEI research, scholarship, and initiatives.



## ADMINISTRATIVE LEADERSHIP DEMOGRAPHICS

Over the past three academic years, SOM has made significant progress in advancing gender diversity within its administrative leadership. Rising from 22% to 32% representation of women among deans, department chairs, and executive-level administrators. Notably, in March 2024, EUSOM welcomed its first female Dean, marking a pivotal moment in our journey towards greater inclusivity and equity at all levels of leadership.



## OVERALL FACULTY DEMOGRAPHICS

EUSOM's faculty composition has continued to show a positive trend towards gender parity, with 51% men and 49% women. This slight shift reflects our ongoing efforts to enhance gender diversity through proactive recruitment strategies and supportive institutional policies.

Over the past three academic years, data at EUSOM reveals improvements in diversity, with those who are underrepresented in medicine (URiM) comprising 15% of our faculty.

In 2024, the Office of Equity and Inclusion launched an external [data dashboard](#) to publicly track our faculty and staff demographics. This dashboard provides our faculty and staff race and gender demographics over three years and will be updated annually.

## INCLUSIVE HIRING MODEL

The Office of Equity and Inclusion partnered with SOM Strategic Planning and HR leadership to develop an inclusive hiring model to enhance our faculty recruitment practices. In fiscal year 2025, we will partner with SOM departments to pilot and track the progress of this 8-step program, which forms a crucial part of our ongoing commitment to promoting equity and fostering a diverse faculty.

## STAFF BELONGING INITIATIVES

The Staff Recognition and Engagement Committee (SREC) was initially developed in 2021, serving as a community of staff professionals from across the School of Medicine (SOM) to provide guidance to leadership regarding the development of programs and initiatives to enrich the School's work environment. By amplifying the many significant contributions staff make towards excellence in education, research and clinical care, SREC is making important contributions toward the overall sense of belonging that staff feel within the SOM.

SREC has generated many key initiatives that have ushered in important changes within the SOM community, such as:

- Oversight of a comprehensive and equitable process for nominating SOM staff members to the prestigious Emory University Award of Distinction, given annually to select university staff who have demonstrated their ability to go above and beyond in their service to Emory and the local community.
- The development of new communication tools, such as Team Emory Medicine, that showcase how both individuals and teams are making important contributions to the mission of the School of Medicine.

- The [SOM Staff Awards](#) showcase exemplary practices and transformative initiatives in the areas of leadership; diversity, equity, and inclusion; service; innovation; and more.
- [Staff Appreciation Week](#) is a week-long, school-wide celebration of our staff members with daily emails that spotlight staff and how they contribute to the SOM mission, appreciation tables at various sites throughout the week, a manager's toolkit to encourage SOM supervisors to show appreciation through recognition, and more.
- Additional efforts include a health expo and professional development event held annually for SOM staff.

SOM has implemented strategic belonging initiatives to engage and retain School of Medicine staff, including a Staff Recognition Program that recognizes a staff member selected for their efforts in DEI. These initiatives are a joint effort between SOM Human Resources and SOM Office of Equity and Inclusion. Since implementing these initiatives, the SOM has observed a 7% rise in staff members who agree or strongly agree with our annual engagement survey statement: "I feel a sense of belonging in this organization."





# FACULTY AFFINITY GROUPS

Affinity groups offer safe spaces for faculty, staff and learners who share an identity, such as a common race or heritage, to discuss mutual concerns and help each other navigate the medical school and clinical settings. The following groups are available in the School of Medicine.



Asian American and Pacific Islander (AAPI) Medical Faculty Affinity Group



African American Women's Collaborative (AAWC)

[LEARN MORE ABOUT OUR AFFINITY GROUPS.](#)

Latina/o/x Faculty Affinity Group

LGBTQ+ Faculty Affinity Group



Emory Alliance for Women in Medicine and Science (EAWiMS)



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