

Volume 1, Issue 1



April is "Celebrate Diversity Month"

Inside This Issue

1. Celebrating diversity
2. Excerpts from our students
3. Faculty development
4. Pipeline activities
5. Spotlight: a champion for diversity
6. Diversity in facing a pandemic
7. Multicultural Calendar

Aaiz Hussain
NSU MD Class of 2023



What makes me unique: *I'm always looking for a random topic to learn about, from ant wars to Dyson spheres.*

My Definition of Diversity:
The thing about being unique is that when you look in the mirror, the person looking back at you is unlike any other. Diversity to me is a collection of unique people bringing their perspectives and ideas together.

Celebrating Diversity

Hello fellow NSU MD students, staff and faculty. This month is an awesome occasion to recognize and honor the diversity surrounding us all, by celebrating our differences and similarities. 'Celebrate Diversity Month' is about opening dialogues that foster an appreciation of the differences that distinguish us, as well as the similarities that unite us. We may look different, speak differently and practice different customs, but we all valuably contribute in our own unique way to excellence in medical education. Our successes are attained through the contributions made possible by the diversity of our students, faculty and staff.

NSU MD believes that an environment of inclusiveness, equity, equality, acceptance, and respect for differences in the community, is essential for excellence in the fulfillment of our mission. This month, as the current pandemic piles on workload and precludes an in-person event, we draw our faculty's attention to the diversity webinar series made available by the American Association of Medical Colleges. We also attach a multicultural calendar and excerpts from our students. Although we acknowledge the stress of current conditions, we encourage all staff, faculty and students to complete a brief survey to suggest strategies that can make our academic environment more diverse and inclusive. Faculty are also invited to participate as mentors in a virtual pipeline program.

As you go through this month, especially with the challenges and adjustments we are currently making in the COVID-19 pandemic, please take time to celebrate the diversity in your life, workplace and community, and appreciate the strength it brings us all.

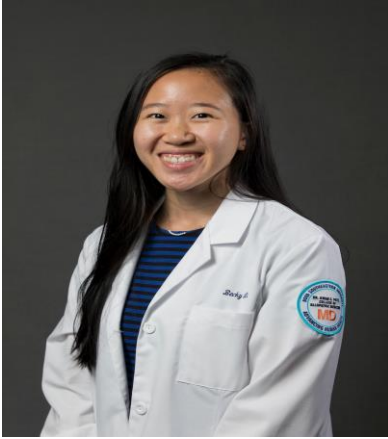
Faculty Development Opportunities

We invite you to take advantage of the AAMC Diversity 3.0 Learning Series @<https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/learning> and view the following training webinars in addition to other educational activities:

- ✚ Exploring Unconscious Bias in Academic Medicine
- ✚ The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies
- ✚ LGBT, Gender Nonconforming, and DSD Health
- ✚ Engaging Diverse Medical Students and Residents To Pursue Academic Medicine Careers



Becky Li
NSU MD Class of 2022



What makes me unique: I organized a weekly "lunch club" during my first semester at NSU MD for everyone to get to connect with each other and with South Florida's culturally diverse food.

To me, diversity is being able to celebrate, experience, and share the variety of flavors that life has to offer. It would be boring to have to same meal over and over again.

Eric Young
NSU MD Class of 2022



What Makes Me Unique: I am a construction of diversity, built by bricks of emotional intelligence and compassion.

My definition of diversity: the beauty of inclusion and representation of individuals of varying demographics" in an effort to promote cultural competence.

Our Pipeline Activities

We are currently strategizing to host our first virtual pipeline mentorship program for high school students from diverse backgrounds in our local communities. The program aims to encourage interest in careers in medicine. Mentees will be initially assigned to faculty mentors over the course of three months and will receive guidance and counsel on how to navigate the course to medical school admissions. We expect to engage students from all backgrounds with emphasis on underrepresented in medicine populations. Planned activities will span the months of May-July. Mentorship activities will require an average of 2-3 hours per month. All NSU MD faculty are invited to participate as mentors. "A small amount of time can make a large amount of difference". For additional information please contact Miss Jennifer Vaden-Rose [@jvaden@nova.edu](mailto:jvaden@nova.edu). The NSU MD Diversity Committee reports to the NSU MD Faculty Council twice a year on our diversity and inclusion strategies, activities and results. We welcome suggestions and we rely on the active participation from our students, staff and faculty to bring our vision to reality. In December 2018, NSU MD and the Shepard Broad College of Law collaborated to host 'Make An Impact With Law And Medicine Day. The program was designed to encourage students to consider a career in medicine or law as a path to address health disparities, and to address legal and medical hurdles through interdisciplinary collaboration. The high school students came from four South Florida high schools. We will continue with such collaborations as we continue to build our pipeline initiatives.



Nikette A. Neal, M.D., FAAP speaking with high school students on Make An Impact Day

Diversity & Inclusion Survey

Get involved!!!! We will be circulating a short survey asking for your input. Please give us your ideas on how we can create a more equitable and inclusive academic environment.

Luis Santiesteban
NSU MD Class of 2022



What makes me unique: I would say my sense of humor and relentless optimism makes me unique. I enjoy seeing others happy and I always do my best to bring some laughter into the room. Oh, and my hair of course!

My definition of diversity: I believe diversity lies in the amassment of our unique attributes – a means by which we can enrich our collective experience. Only through the power of diversity have we been able to accomplish great human feats.

Equality is about sameness; it focuses on making sure everyone gets the same thing.

Equity is about fairness; it ensures that each person gets what he or she needs

Spotlight on a Champion for Diversity



“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”—Martin Luther King, Jr

Elkin Alfred is the training manager and diversity inclusion champion at United Way of Broward County. She joined the NSU MD diversity committee in 2019 and has been instrumental in forging partnerships between NSU MD and local K-12 schools. Elkin has presented several seminars on diversity, equity and Inclusion across NSU, and has over 15 years of experience in human services and education.

Elkin, a graduate of the University of Central Florida, is passionate about the integration of diversity, equity and inclusion (DEI) practices, and works to create programs and systems that operate through the lens of DEI. In her current role at United Way, Elkin's most recent projects include a documentary titled Faded Conversation: Bringing Black Mental Health to the Forefront, and unconscious bias/equity training's to NSU's medical school personnel (professors and students).

In 2017, Elkin was recognized by CIT International for her efforts in bringing over 900 law enforcement and behavioral health professionals around the world for a three-day conference. Elkin's role also includes advocating for workplace culture shifts that will increase employee engagement, thus driving innovation. She is a national speaker, collaborator and leader, known for being creative, insightful, and generous

Diversity in Facing a Pandemic

As higher education communities across the nation respond to the COVID-19 pandemic, there has been rapid scaling of online learning to meet the needs of medical students. NSU MD has been a pioneer in creating and sustaining high quality, equitable and inclusive learning environments online, in order to facilitate the needs of our diverse student population. Many of our clinicians are also a part of the diverse healthcare work force that is currently battling this pandemic, and we salute them for their brave efforts.

MULTICULTURAL CALENDAR

JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JULY

SUN	MON	TUE	WED	THU	FRI	SAT
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST

SUN	MON	TUE	WED	THU	FRI	SAT
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OCTOBER

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

NOVEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY

- 1 New Year's Day
- 2 Guru Gobind Singh Jayanti
- 7 Orthodox Christmas
- 20 Martin Luther King Jr. Day
- 25 Lunar New Year (Chinese New Year)

FEBRUARY

- National African American History Month
- 17 Presidents Day
- 21 Maha Shivaratri *Hindu*
- 26 Ash Wednesday (Lent Begins for Western Christianity)
- 26-29 Ayyám-i-Há *Baha'i*

MARCH

- National Women's History Month
- 2 Clean Monday (Lent Begins for Eastern Orthodox Churches)
- 9-10 Purim *Jewish*
- 9-10 Holi *Hindu*
- 17 St. Patrick's Day
- 19-20 Nowruz/Naw-Ruz (Iranian New Year) (*Baha'i/Iranian*)
- 25 Ugadi/Gudi Padwa *Hindu*
- 31 Transgender Day of Visibility

APRIL

- Celebrate Diversity Month
- 4 Qingming Festival *Chinese*
- 5 Palm Sunday
- 7 Memorial Day *Jehovah's Witnesses*
- 8-16 Passover
- 10 Good Friday/Holy Friday
- 12 Easter (Western Christianity)
- 13 Vaisakhi *Sikh/Hindu*
- 19 Easter (Greek/Eastern Orthodox)
- 19-5/1 Festival of Ridvan *Baha'i*
- 21 Yom Hashoah (Holocaust Remembrance Day)
- 23-5/23 Ramadan (Month of Fasting)

MAY

- National Asian Pacific American Heritage Month
- Jewish American Heritage Month
- 1 Beltane *Wiccan*
- 5 Cinco de Mayo *Mexican Heritage*
- 7 Visakha Puja
- 16 Armed Forces Day
- 23 Declaration of the Báb *Baha'i*
- 23-24 Eid-al-Fitr *Islam*
- 25 Memorial Day
- 28 Ascension of Bahá'u'lláh *Baha'i*
- 28-30 Shavuot *Jewish*
- 31 Pentecost (Western Christianity)

JUNE

- 7 Pentecost (Eastern Orthodox)
- 19 Juneteenth (Emancipation and End of Slavery)
- 21 Taoist Festival Honoring Shang-Ti
- 25 Dragon Boat Festival *Chinese*

JULY

- 9 Martyrdom of the Báb *Baha'i*
- 24 Thiru Aadi Pooram *Hindu*
- 30-31 Eid-al-Adha *Islam*

AUGUST

- 3 Raksha Bandhan (Rakhi) *Hindu*
- 11 Krishna Janmashtami *Hindu*
- 15 Dormition of the Theotokos
- 19-20 Al-Hijra/Muharram *Islam New Year*
- 28-29 Ashura *Islam*

SEPTEMBER

- 7 Labor Day
- 8 Nativity of the Blessed Virgin Mary
- 14 Exaltation of the Holy Cross
- 15-10/15 Hispanic Heritage Month
- 18-20 Rosh Hashanah *Jewish*
- 27-28 Yom Kippur *Jewish*

OCTOBER

- Italian American Heritage Month
- Polish American Heritage Month
- National Disability Employment Awareness Month
- German American Heritage Month
- 1 Chinese Celebration of the Mid-Autumn Festival
- 2-4 Sukkot *Jewish*
- 25 Double Ninth Festival *Chinese*
- 31-11/2 Día de los Muertos *Mexican Heritage*

NOVEMBER

- 1 All Saints' Day
- 11 Veterans Day
- 13-14 Diwali (Indian Festival of Lights) *Indian*
- 20 Transgender Day of Remembrance
- 26 Thanksgiving Day
- 27 American Indian Heritage Day
- 29-12/24 Advent

DECEMBER

- 10-18 Hanukkah *Jewish*
- 21 Yalda (Winter Solstice)
- 21 Dongzhi Festival
- 21 Yule (Winter Solstice) *Wiccan*
- 23 HumanLight
- 25 Christmas Day *Christian*
- 26-1/1 Kwanzaa

"Diversity is the one true thing we all have in common, celebrate it every day"
Winston Churchill