

CDIA Agenda

June 2, 2021

Members present: Judy Mickens, Karen Fuentes, Michael Taylor- Cho, Sora Yoon, Stacie Daye, Marybeth Nedrud, Laura Heyneman, Lucas Araujo, Melissa Smith, Mary Scott Soo, Anna Jackson, Marie Stone, Sherry Holmes, Anna Van

Welcome: ([Ground Rules.](#))

Icebreaker “The tradition that I carry on...”

Subcommittee Updates:

Mentoring: (Imarhia Enogieru)

Goal is to have two events this year

Reach out to SNMA, latinx and first generation medical student organizations

Possible events include:

- Teaching radiology and anatomy to highschool students
- Meet and greet with premedical students
- Connect with a HBCU

Community Engagement: (Michael Taylor-Cho)

1. Community education event:
 - a. Modeled after “What’s best for breast” organized by Jennifer Plichta
 - b. Include other health issues - access issues, educate and decrease barriers to health care. Breast health, lung cancer screening.
 - c. Considering not hosting on our campus but in the community. Trying to find community partners for outreach
 - d. Hope to make this an annual event or series of smaller events subsequently.
2. Considering writing grant to mirror Vicky Seewaldt (former Duke Med oncologist) grant:
 - a. Goal is to increase access to health care
 - b. Funds used to pay for screening/staging
 - c. Transported patients to Duke from surrounding communities
 - d. Emily Conant at Penn successfully obtained funds from Komen
3. Duke RadAid chapter is starting to reform.
 - a. Lead by Michael Taylor Cho and Brenda Boardwine
 - b. Volunteer opportunities available on website for Techs and MDs

Work Culture: (Marybeth Nedrud and Caroline Carrico)

1. Research and create hiring structure recommendations for the department of radiology that will promote diversity of our department and help bring in people

from outside hospitals and encourage application from underrepresented minorities.

2. Develop an Exit Interview Committee: To determine if there are systemic issues that contribute to the decisions of radiology employees/trainees that leave the department.
3. Create a liaison to work with the resident wellness committee and “residency houses”
4. Institute a department retreat to occur every other year to promote team building. Allows residents to participate in years one or two as new residents and years 3 or 4 as senior residents.
5. Provide team building opportunities such as community service activities (food pantry etc), or game situations like the Radiology Escape Room (developed by my friend Kedar Jambhekar at University of Arkansas and was an activity at the AUR in 2019). We can also develop more social activities for the radiology community to interact.
 - a. Specifically for residents: they can interact with their class to bond and discuss common issues that can be addressed, to interact with other residents of other classes to bond and learn what is coming!, and others to interact with faculty and build relationships outside of work.
 - b. Specifically for techs/staff/MD’s: allows members to develop relationships which would allow communication of work issues to be more amicable and different members of the community more approachable.
6. Investigate Mindfulness Mondays:
 - a. There was a residency activity that occurred during lunch with psychology PhD to address burn out that fizzled out
 - b. Create a survey to find out what worked, what did not work and how we can maximize benefit of the return of Mindfulness Mondays and consider offering to the whole department

Awareness: (Lars Grimm)

1. Grand Rounds survey results: requested more subspecialty speakers, and respondents to survey wanted fewer diversity/leadership development topics
2. Great keynote lecturer from the 2019 Society of Thoracic Radiology, Dr Raymond Osarogiagbon, has agreed to come and speak at grand rounds. He spoke at the STR on a “Programmatic Approach to Reducing Lung Cancer Mortality in Populations.”
3. Cynthia Rudin is a Duke Comp Sci professor who works on bias in AI is a rising star (named one of Forbes 30 under 30). She was approached about speaking but cannot fit us in this year.
4. Women in Radiology is inviting Kristin Porter UAB to talk about micro aggressions.

5. Speakers do not have to speak directly on diversity. We can recommend speakers to the GR committee who represent excellent POC/LGBTQ/women researchers/radiologists and give them a platform to speak.
6. Technologists/staff have not received notifications of GR speakers. Debbie Griffin does not have email list to reach all staff, but Lars found way to reach out to managers. Does anyone have access to list to all duke radiology hospital employees?

Website/communications: (Connie Kim)

Mock up of website complete. Hoping to roll out new website by July 1.

Social / Advocacy Committee: (Laura Heyneman)

[PRIDE march](#) - September; Free mom hugs may or not be possible at march this year

Documentary: Black Men in White Coats

Summer Social planned for August or September -- survey will be distributed.

Cultural Competency Training for care of LGBTQ patients?

Incident occurred 6 months ago which led to implementation of staff training

Two LGBTQ modules were created and technologists were mandated to complete

MD's were not aware of the modules.

Consider introducing/mandating module for MD's as well.

Close: Next meeting will be August 11, 2021 5:00