

# Appreciating Diversity: A Panel Discussion

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**October 10, 2016 1:00pm - 2:30pm, NCPC Lobby**

Join us for this panel discussion, which will talk about diversity, in general, but also valuing diversity and inclusion at academic medical centers (which ranges from faculty to staff interactions, having or not having a terminal degree, US citizen or International, youth or senior citizen, and varying religions, cultures, ethnicities, sexual preference/identities). The panel represents a diverse group of faculty, staff and students of Morehouse School of Medicine.

## MODERATOR



**Dr. Erika Brown**

## PANELISTS



**Hina Mir**



**Dr. Natalie Hernandez**



**Carey Roth Bayer**



**Dr. John Case**



**Dr. Ernie Hughes**

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## ***The Diversity and Inclusion (D&I) Committee's definition of D&I for MSM is:***

- *MSM defines diversity as the differences expressed by both internal and external characteristics of human beings. These differences include but are not limited to race, age, color, ethnicity, gender, gender identity and/or expression, sexual orientation, religion, national origin, (dis)ability status, veteran status, and socioeconomic background.*
- *Diversity also includes differences in backgrounds, ideas, thoughts, values, and beliefs. This definition encompasses principles of inclusion in service of creating a safe and supportive environment where differences are respected, valued, and celebrated.*

## **Proposed Questions**

1. What is diversity? What does it mean to you?
2. What is inclusion? What does it mean to you?
3. Are there barriers within MSM that limit our ability to recognize the broad range of diversity that exist already?
4. What are the long term consequences if we ignore diversity and inclusion at MSM?
5. How important is communication with all employees when building a case for developing a formal workplace diversity and inclusion program?
6. How best should our leaders respond to employee feedback on how diversity/inclusion initiatives really impact them?
7. Are new groups of people coming to your community? What new challenges do they bring?
8. What successful initiatives or best practices has your organization identified concerning diversity and inclusion issues?
9. What outcomes has your organization realized from diversity initiatives or best practices?
10. How does the composition of your board and management team reflect the community you serve? Discuss.
11. Where have you experienced resistance to expanding your approach to diversity and inclusion? How did you and your team respond?
12. How do we value all forms of diversity and inclusion in the current US climate?
13. Have you noticed a change in the diversity of MSM?