

Department Forming Committee to Address Equity, Diversity and Inclusion

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The David Geffen School of Medicine at UCLA is committed to the core values of diversity and inclusion, and considers them to be inseparable from its goals of excellence in health care education, research, community engagement and clinical care. Recognizing that a diverse workforce is an intrinsic element of providing high-quality, equitable health care and eliminating health disparities, the UCLA Department of Radiological Sciences is creating an Equity, Diversity and Inclusion (EDI) Committee to lead efforts to recruit, retain and support resident and faculty physicians that reflect the diversity of the Los Angeles community.



Nick Carranza – UCLA Health

“Of all the forms of inequality, injustice in health care is the most shocking and inhumane.”

— Dr. Martin Luther King, Jr

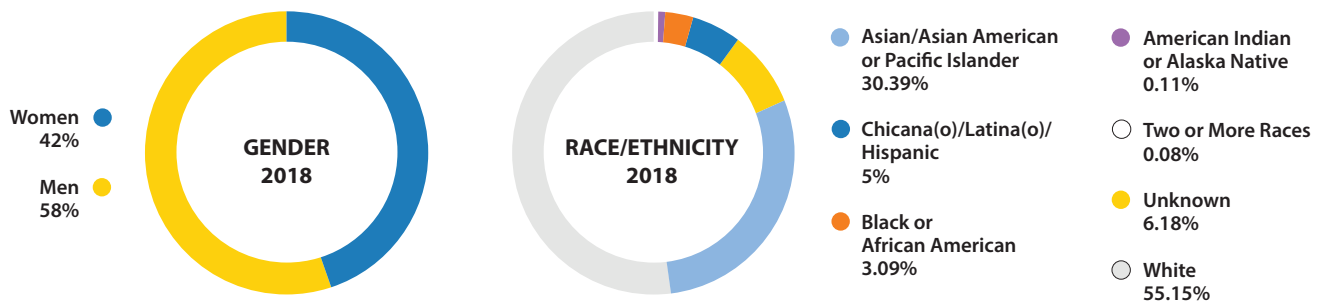
The EDI Committee is also charged with helping to create and maintain an academic environment, culture and clinical workplace that values diversity and inclusion. The committee plans to collaborate with the American College of Radiology (ACR) Commission for Women and Diversity and the RSNA (Radiological Society of North America) Committee on Diversity, Equity and Inclusion to help shape an academic curriculum that promotes principles of health equity and community responsibility.

The new committee's leadership will include Kathleen Brown, MD, FACR, professor of radiology, section chief of thoracic

imaging and assistant dean of Equity and Diversity Inclusion at the David Geffen School of Medicine at UCLA.

“The year 2020 has been marked by grief, frustration, anger, and for many, despair and overwhelming fatigue,” says Dr. Brown. When UCLA Health began seeing its first cases of COVID-19 in early 2020, Dr. Brown's focus as a thoracic radiologist was on understanding the radiographic appearance of COVID, both on chest radiograph and CT. As Dr. Brown continued to keep abreast of the most current science on the disease's pathophysiology, researchers also began publishing data on the impact of social determinants of health and the

DGSOM Faculty Diversity Overview, 2018



Data source: Employee Database (EDB) and Academic Database (ADB) <https://medschool.ucla.edu/diversity-anti-racism-roadmap>

disproportionate impact that COVID was having on communities of color.

“Then in the midst of the COVID pandemic, Ahmaud Arbery was fatally shot while jogging, Breonna Taylor was killed in her home by police and George Floyd was brutally murdered — and that incited peaceful protests and demonstrations across the world,” recalls Dr. Brown. “These tragic acts of racism have compelled us to use our collective voice as physicians and radiologists to address health and health care disparities and structural racism.”

Radiology’s EDI Committee will focus on issues of race, gender and identity, inclusive of the LGBTQ community and individuals with disability.

Following are some examples of the efforts to promote equity, diversity and inclusion that include the UCLA Department of Radiological Sciences. The Radiology EDI Committee will coordinate with other initiatives at UCLA that promote equity, diversity and inclusion.

- The School of Medicine is developing an Anti-racism Roadmap, whose tenants the Department of Radiological Sciences will be incorporating in its own EDI plans.
- Dr. Brown anticipates launching a lecture series to inform department members on matters of diversity and inclusion in collaboration with Robert Suh, MD, professor of radiology and director of the Diagnostic Radiology Residency Program.
- As part of their introduction to the medical profession, UCLA medical students recently spent a week focusing on racial justice and health equity, which included presentations on structural determinants of health, racial justice, implicit bias and the impact of bias on patient care. These topics will be included in the EDI curriculum to be introduced to the Radiology Department. Dr. Brown also hopes that radiology faculty and residents will engage in upcoming discussions of the DGSOM common book, “How to Be an Antiracist” by Ibram X. Kendi.
- The DGSOM Office of EDI is making information on the diversity of School of Medicine faculty available in dashboards showing the gender, ethnicity and racial makeup of individual departments. This information can help the Radiology EDI

Committee focus its efforts and keep the entire department apprised of its progress in these areas.

- UCLA Radiology will continue to pursue research opportunities to impact health care disparities. See page 5 for information on a project to increase adherence to lung cancer screening guidelines among African American men, a population at increased risk for lung cancer.
- The department is working to improve the pipeline for underrepresented minorities in the field of radiology by participating in programs like the American College of Radiology PIER program — the Pipeline Initiative for the Enrichment of Radiology — which aims to increase the number of women, Hispanic and Black medical students and trainees who choose to pursue radiology. Relative to the population of medical students and trainees, the proportion of all three groups choosing the field of radiology is low. As part of the PIER program, UCLA radiologists Hannah Milch, MD, and Ashley Prosper, MD, served as mentors to a second year medical student, helping her as she developed an ACR Case-in-Point and gave lectures to the ACR PIER scholars to foster their interest in radiology.
- The Department of Radiological Sciences will continue to engage with extramural EDI speakers invited to DGSOM and UCLA Health. For example, following the visit of Kimani Paul-Emile, JD, PhD and Alicia Fernández, MD who presented their work on dealing with racist patients, Anne Hoyt, MD, professor of radiology and director of the Santa Monica Women’s Imaging Center, gave a presentation on responding to hospital patients who express racism. In response to these leadership engagements, UCLA Health has since implemented policies regarding patients who demonstrate bias to health care workers and is developing an action plan to further address this issue.

Dr. Brown intends for the EDI Committee and the Department of Radiological Sciences to seize the current moment in history to act in advocacy of justice and equality. She makes her point by quoting Dr. Martin Luther King, Jr., saying, “The ultimate tragedy is not the oppression and cruelty by the bad people, but the silence over that by the good people.” 