VA National Academic Affiliations Council
Diversity Subcommittee

JEANNETTE E. SOUTH-PAUL, MD, CHAIR
UNIVERSITY OF PITTSBURGH SCHOOL OF MEDICINE – FAMILY MEDICINE

HBCU – VA SUMMIT
MEHARRY MEDICAL COLLEGE, NASHVILLE, TN
JUNE 29, 2017
Subcommittee Members

Thomas Cavalieri, D.O., FACOI, FACP, AGSF
Edgar Colon Negron, M.D., FACR
Paul Cunningham, M.D., FACS
John F Duval, M.B.A.
Arthur Kellermann, M.D., M.P.H.
Lucinda Maine, Ph.D, R.Ph
Jeannette South-Paul, M.D.
Goals

Ensure workforce diversity in VA academic programs

Identify and address cultural issues impacting veterans receiving care in VA

Create transformation towards cultural competence throughout VA

Promote leadership to create a climate supportive of diversity
The Many Faces of Diversity
Diversity 3.0 – Introduced by Mark Nivet, EdD

1.0 Removal of social and legislative barriers to access and equality
2.0 Diversity focus on the periphery of organizations
3.0 Diversity integrated into the core working of institutions to achieve excellence

Components of Cross-Cultural Health Care*

Issues to be addressed

Diversity priorities vary by location (e.g., Puerto Rico vs New York) and require a robust pipeline to clinical careers inclusive of the diversity of current service members.

A baseline survey of diversity status, climate, and curriculum can assist in prioritizing VA sponsored efforts.

VA collaborations with affiliated medical schools benefit from intentional knowledge interchange of diversity values, policies, and programs.

Retention is equally as important as recruitment.

Consideration of the intersection of diversity and burnout promotes a healthy workforce and quality care.
Issues to be addressed

Diversity is integral to all clinical providers—pharmacists, nurses, counselors, psychologists, social workers, physicians and others.

Cultural competence is a critical skill for all clinicians to ensure broad patient-centeredness and to facilitate smooth-functioning, diverse teams.

Diversity must be promoted at all ranks of employment and advancement.

Diversity efforts are integral to achieving a quality and safety agenda.

Creation of a database throughout VA is important to monitor diverse accomplishments and inform next steps.