

Graduate Medical Education

Office of Diversity, Equity, and Inclusion

In the University of Iowa Carver College of Medicine (CCOM), we are mindful of all aspects of human differences and define diversity in the broadest sense to mean inclusion of all persons, regardless of ethnic and racial background, gender, gender identity, sexual orientation, religious beliefs, ability, language, citizenship status, age, veteran status, socio-economic status, and other attributes, who contribute to a welcoming, inclusive culture across the enterprise.

The Office of Graduate Medical Education (GME) is committed to fostering an equitable environment that values and promotes diversity and inclusion among resident, fellow, and faculty physicians.

Did you know...

Here's a taste of medical triumphs from University of Iowa Health Care, which today includes UI Hospitals & Clinics, UI Stead Family Children's Hospital, and UI Carver College of Medicine.

- First public institution to admit men and women on an equal basis
- Recognized by the Human Rights Campaign as a leader in health equality for serving the healthcare needs of the LGBTQ community
- First university with a program to rehabilitate children with disabilities
- First Big Ten institution to promote an African American to an administrative vice president position (Dr. Philip Hubbard, 1966)
- First state-university to officially recognize the Gay, Lesbian, Bisexual, Trans-gender, and Allied Union (1970)
- First public university in the US to include optional questions on admissions applications regarding students' sexual orientation (2012)
- Granted the first MD to an African American graduate (1903) and first PhD to an African American woman (1980)
- America's first co-educational medical school (1870)

RANKINGS

Carver College of Medicine

- Among top 100 institutions awarding doctoral degrees to Latinx students by *Hispanic Outlook*

UI Health Care

- One of the "Best Employers for Diversity" by *Forbes*

HOW WE SUPPORT RESIDENTS AND FELLOWS

- Welcome and community-building events
- Career coaching and professional development activities
- Diversity and inclusion educational programs

VISITING ELECTIVES

- Ruth Jackson-Steindler Orthopedic Clerkship
- Visiting Elective Scholarship Program supported by the Department of Emergency Medicine
- Women in Emergency Medicine supported by the Department of Emergency medicine



House Staff Diversity Collaborative

The Office of GME established the House Staff Diversity Collaborative in 2020, which is composed of an interdepartmental group of resident and fellow physicians focused on providing support to underrepresented in medicine house staff members and creating a more inclusive learning environment.

The goals of the collaborative are to foster house staff professional and leadership development, provide mentorship and networking opportunities, and support outreach pipeline programming and recruitment.

Professional and leadership development opportunities are provided through career development seminars and panel discussions. Mentorship and networking opportunities with faculty are facilitated through formal and informal programming. Institutional and community outreach and pipeline programming is supported through collaboration with established groups.

The collaborative is encouraged to provide recommendations to build on current GME initiatives to increase diversity and ensure that house staff experiences across UI Health Care are equitable and inclusive.

gme.medicine.uiowa.edu
medicine.uiowa.edu/diversity

Resources

University of Iowa Health Care LGBTQ+ OutList

The UI Health Care LGBTQ+ OutList is a voluntary and public listing of members of our health care community who identify as LGBTQ+. The OutList serves as a resource for faculty, staff, resident, fellow, post-docs, & students. The OutList was created to foster an inclusive community and to provide members of the LGBTQ+ community with informal networking & mentoring opportunities.

Culture Vision™

CultureVision™ is the first comprehensive, user-friendly database that gives healthcare professionals access to culturally competent patient care.

Office of Diversity, Equity, and Inclusion

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GME Director of Diversity, Equity, and Inclusion

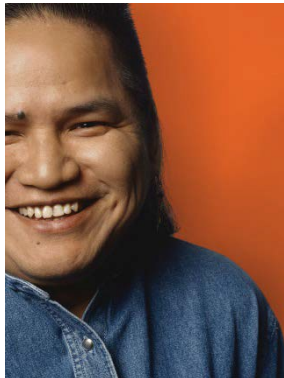
Changing Medicine.
Changing Lives.®



Today's healthcare professionals are seeing a growing number of patients with diverse cultural backgrounds, and understanding their particular needs is critical.

CultureVision™ is a comprehensive web-based database that enables healthcare professionals and facilities to provide culturally competent patient care for over 60 groups, on topics including:

- *Concept of Health*
- *Beliefs, Religion & Spirituality*
- *Language & Communication*
- *Family Traditions*
- *Health Promotion/Disease Prevention*
- *Diet & Nutrition*
- *Illness-Related Issues*
- *Treatment Issues*
- *Labor, Birth & Aftercare*
- *Death & Dying*
- *Gender Roles*



Ethnic Groups: Afghan, African American, American Indian, Anglo/Euro American, Arab, Argentinean, Asian Indian, Bhutanese, Bosnian, Brazilian, Cambodian, Caribbean/West Indian, Central American, Chinese, Congolese, Cuban, Ethiopian/Eritrean, Filipino, Ghanaian, Greek, Haitian, Hmong/Laotian, Iranian, Iraqi, Italian, Japanese, Korean, Latino, Liberian, Mexican, Native HI/Pacific Islander, Nepali, Nigerian, Pakistani, Polish, Portuguese, Puerto Rican, Roma/Gypsy, Russian, Somali, Sudanese, Thai, Ukrainian, Vietnamese, White Non-Hispanic

Religious Groups: Amish, Atheism or Non-Religious, Baha'i, Buddhism, Christian Science, Christianity, Confucianism, Hinduism, Islam, Jehovah's Witnesses, Judaism, Paganism, Sikhism, Taoism

Additional Communities: Blind/Low Vision, Deaf/Hard of Hearing, Elderly, Homeless, Intersex, Intimate Partner Violence, LGBTQ2, Military Families, Obesity/Overweight, Physical Disability, Refugees and Torture Survivors, Veterans/Military

Where to Access CultureVision™:

- The Point
- The Loop
- EPIC
- Clinical Stations
- Remote Access



Additional Resources:

Questions? Email medicine-diversity@uiowa.edu

Need Access outside of work?

- Website: <http://www.crculturevision.com/>
- Username: UIOWA
- Password: medicine1

University of Iowa
Health Care

LGBTQ+ OutList



University of Iowa Health Care is developing an OutList and invites anyone who identifies as LGBTQ+ to participate.

The OutList will foster an inclusive community and provide members of the LGBTQ+ community with informal networking and mentoring opportunities.

Submit the form to join the OutList at:

medicine.uiowa.edu/diversity/outlist.

If you have questions or would like to learn more, please contact medicine-diversity@uiowa.edu.

medicine.uiowa.edu





NEW PARENT & CHILD CARE RESOURCES

UI FAMILY SERVICES OFFERS A WIDE VARIETY OF RESOURCES
AND PROGRAMS FOR UNIVERSITY OF IOWA FAMILIES

Lactation Resources for New Moms

The University of Iowa has over 60 on-campus lactation rooms, most of which contain a hospital-grade breast pump. A full list of lactation room locations can be found at hr.uiowa.edu/family-services/lactation-room-locations.



Back-Up Child Care

The University has resources available if your child's school or child care program closes intermittently or if your child is mildly ill and unable to go to school or child care. Registration paperwork is available online and needs to be submitted in advance of using these services.

Do you serve or know of a UI student with child care costs?

The UI Student Child Care Subsidy program provides financial assistance to undergraduate and graduate students with children.

Family Services is a Unit of University Human Resources



Campus Connected Partners

Family Services can connect UI families with child care options near campus. Campus Connected child care centers are located within 1.5 miles of campus and regularly communicate openings to Family Services.

Spring Break Camp

Family Services partners with UI Rec Services to reserve spaces in their popular Goshawk Camp over spring break for UI families. Camp scholarships are administered through Family Services to eligible UI families.



Community Resources

Child Care Resource and Referral offers child care guidance, resources and referrals.

Iowa 4Cs can provide temporary or crisis child care.

To learn more about the child care
resources available to employees,
please contact:

family-services@uiowa.edu
**[hr.uiowa.edu/family-services/
child-care](http://hr.uiowa.edu/family-services/child-care)**

Family Services is a Unit of University Human Resources



DUAL CAREER SERVICES

At the University of Iowa, we understand that employment decisions often involve two careers.

Dual Career Services (DCS) are designed to provide assistance for partners/spouses of recently hired UI Faculty and Staff. Dual Career Services staff are happy to assist spouses/partners with their job search needs and will assist with updating resume/curriculum vitae, job search techniques, and provide information on ways to connect in the Iowa City-Cedar Rapids corridor. If you have any questions about your job search and the employment opportunities, please contact the Dual Career Services. **Available to resident and fellow physicians based on office availability for a one-hour consultation.**



**Dual Career
Services**

Services:

- Career Coaching
- Resume/CV Review
- Assistance with Interviewing
- Assistance in Cover Letters
- Advice on Salary Negotiation
- Access to Job Openings

Who Qualifies?

- Spouse/partner of a newly hired permanent faculty or staff member
- Have lived in the area for less than two years

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319-335-2656
[hr.uiowa.edu/hr.uiowa.edu/
dual-career-services](http://hr.uiowa.edu/hr.uiowa.edu/dual-career-services)

SO MANY REASONS TO BE HERE



**NO. 2 MOST AFFORDABLE
STATE**
U.S. News & World Report 2019



**BEST PLACE TO PRACTICE:
WHERE PHYSICIANS CAN THRIVE**
– IOWA NO. 2
Medscape 2019



**NO. 48 AMERICA'S BEST
EMPLOYERS**
Medscape 2018



**NO. 24 BEST EMPLOYERS
FOR DIVERSITY NATIONWIDE**
Forbes 2019



**IOWA LEADS THE NATION
WITH A 91 PERCENT HIGH
SCHOOL GRADUATION RATE**
Iowa Dept. of Education

LIVING IN IOWA CITY



I started to fall in love with the place. For me, it was an opportunity to start fresh with a tight-knit, future-oriented program. I don't have any regrets.

JOEL C. GEERLING, MD, PHD, ON HIS DECISION TO WORK AT UNIVERSITY OF IOWA HEALTH CARE



YOU'LL LOVE IT HERE.

Iowa City offers the diversity and excitement of a large city with the safety, friendliness, and quality of life found in a small town. With Big Ten sports, arts and cultural events, festivals, restaurants, theaters, parks, and music venues, there's something for everyone in Iowa City.

FAMILY FRIENDLY

Iowa City, Johnson County, and the state of Iowa all routinely appear on national “best of” lists for housing affordability, low crime rates, and excellent schools, making it a great place for your family to live and grow. You'll find an abundance of options for exploring, learning, and making memories together. Whatever their age, you'll find things your kids will love, including the Iowa Children's Museum, Wilson's Orchard, and 42 parks and natural areas.

SHOP, EAT, REPEAT

The Iowa City food scene is ever expanding. From sushi, to local craft breweries, to diners, more than 100 restaurants and bars suit every taste. If shopping is more your style, downtown Iowa City offers more than 100 locally owned boutiques; Coral Ridge Mall boasts 1.2 million feet of retail, restaurants, and theaters; and the Tanger Outlet Center just 25 miles out of town features over 50 designer and brand name stores.

WHERE TO LIVE?

Iowa City is the hub of a thriving, easily-drivable region that offers a range of choices when it's time to decide where to make your home.

In **Iowa City**, you can walk to work from one of the leafy, historic neighborhoods near downtown and the University of Iowa campus. Or make a quick commute from one of the many outlying neighborhoods.

Adjacent to Iowa City is **Coralville** which offers quiet suburban living, easy access to a broad range of retail shopping and dining options, a 400-seat performing arts center, and a multi-purpose arena coming soon

Fast-growing **North Liberty** has plenty of modern housing, a spacious community center and library complex, and a new high school.

All three lie within the highly acclaimed Iowa City Community School District and are served by public transportation as well as an ever-expanding network of paved bike trails.

TRAVEL ANYWHERE

Iowa City is conveniently located on I-80. Getting to and from here is simple. Catch a flight from Eastern Iowa Airport 30 minutes away, Quad City International Airport an hour away, or Des Moines International Airport two hours away. Drive to Chicago in less than four hours or to Minneapolis, St. Louis, or Kansas City in about five.



ENDLESS ENTERTAINMENT

This community loves the performing arts. Visit the state-of-the-art Hancher Auditorium, which presents a full season of world-renowned entertainment, including Broadway touring shows. Iowa City is home to several unique performance venues, hosting musicians, dancers, comedians, theater groups, and other acts.

In the summer, make your way downtown for the Friday Night Concert Series, the Iowa Arts Festival, or the Iowa City Jazz Festival.

Still looking for more? Iowa City also offers modern sports facilities, two recreational lake areas, five golf courses, numerous parks and swimming pools, and four theaters devoted to live performance. Something for everyone!



CULTURAL CAPITAL

Home of the famous Iowa Writers' Workshop and an annual week-long book festival, Iowa City was the first UNESCO City of Literature in North America. The famed Prairie Lights bookstore fills the calendar with readings by best-selling authors. Iowa City's literary history and amenities affirm its reputation as an international destination for creative thinkers.

BIG GAMES ON CAMPUS AND OFF

The Iowa Hawkeyes of the Big Ten field nationally ranked squads in football, basketball, wrestling, and more. Catch minor league baseball, indoor soccer, arena football, and hockey in nearby Cedar Rapids.

