

STRONGER by DEGREES



MEETING AGENDA

Committee on Equal Opportunities

Monday, March 23, 2015

Conference Room A



Members, Council on Postsecondary Education

Dennis Jackson (*chair*)

Kim Barber

JoAnne Bland

Jerome Bowles

Juan Castro

John Johnson

Arthur Lucas

Robert Staat

Arnold Taylor

Wendell C. Thomas

Joshua Tunning (*student member*)

David Welch

Pam Miller (*ex officio, nonvoting*)

Robert L. King, CPE President

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AGENDA

Committee on Equal Opportunities

Council on Postsecondary Education

Monday, March 23, 2015

9:00 AM

Conference Room A

-
1. Roll Call
 2. Approval of Minutes (January 2015) 3
 3. Comments
 - a. Robert L. King, CPE President
 - b. Dr. Aaron Thompson, CPE Executive Vice President
 4. Discussion/Information:
 - a. Degree Program Eligibility 7
 - b. Responsibilities and Roles of the Council's Committee on Equal Opportunities 11
 - c. Institutional Diversity Plan Presentations 14
 - 1) Murray State University: Cami Duffy
 - 2) University of Kentucky: Terri Allen
 - 3) Western Kentucky University: Richard Miller
 - d. Waivers of KRS 164.020(19) 15
 - e. Status: Diversity Planning Support 16
 5. Other Business:
 - a. General Information and New Articles 17
 - b. Other Business
 6. Adjourn
- Next Meeting: May 18, 2015, 9 a.m. (EST), Frankfort, Kentucky**

Minutes
Council on Postsecondary Education
Committee on Equal Opportunities
January 26, 2015

The Committee on Equal Opportunities met January 26, 2015, at the Council office in Frankfort, Kentucky. Chair Dennis Jackson presided over the meeting.

ROLL CALL

Members present: Kim Barber, JoAnne Bland, Juan Castro, Dennis Jackson, John Johnson, Arthur Lucas, Wendell Thomas, Dr. Robert Staat, and David Welch.

Members absent: Jerome Bowles, Arnold Taylor, and Josh Tunning did not attend the January meeting.

CEO Chair, Mr. Dennis Jackson, provided opening remarks, and requested a moment of silence for Wendell Ford. Chair Jackson's comments were followed by CPE President Robert King, and Vice President Dr. Aaron Thompson.

CEO Chair Jackson asked Council staff to call roll. Council staff called the roll.

APPROVAL OF MINUTES

The minutes from the October 2014 meeting were reviewed.

A motion was made by Ms. JoAnne Bland to accept the minutes. Mr. Arthur Lucas seconded the motion.

VOTE: The motion passed and was approved.

COMMENTS BY PRESIDENT KING

President Bob King offered a brief discussion of the funding model and related the model to closing of the achievement gaps. He also

described Kentucky Rising and its implications in closing the achievement gaps.

UNIVERSITY ADMINISTRATORS

Dr. Rana Johnson introduced the first item on the January 2015 agenda. Several universities identified new leadership over the past several months. Administrators from Eastern Kentucky University, Kentucky State University, and the University of Kentucky discussed equity and inclusion initiatives to enhance diversity on their campus:

- ECU: Dr. Laurie Carter
- KSU: President Raymond Burse
- UK: Dr. Susan Carvalho

FOCUS ON DIVERSITY: SREB DOCTORAL SCHOLARS' RESEARCH

Several of Kentucky's current SREB Doctoral Scholars were invited to share their research with CEO members. The scholars include:

- Jelisa Clark- University of Louisville: Closing the School to Prison Pipeline: Litigation and Civil Rights Appeals
- William Bean- University of Kentucky: Developing Scientific Identity in Pre-service Elementary Science Teachers
- Michael Mejia- University of Kentucky: Health Disparities and Quality of Life Among Rural Cancer Survivors

STATUS REPORT: NEW POSTSECONDARY EDUCATION FUNDING MODEL

RESOLUTION

Dr. William Payne provided an update on the Postsecondary Education Funding Model.

OTHER BUSINESS

A resolution was presented honoring Dr. Sandra Moore, Eastern Kentucky University Institutional Representative, for her service to the Committee on Equal Opportunities. She retired from EKV December 31, 2014.

JOINT MEETING: CEO, CAO, EEO

Mr. John Johnson requested a copy of the budget for equal educational opportunity (EEO) projects. Additionally, Mr. David Welch requested a list of roles and responsibilities of the Council's CEO. Council staff agreed to provide the requested information at the March CEO meeting.

NEXT MEETING

The CEO meeting concluded early to allow CEO, CAO, and EEO representatives from across the state to gather and discuss diversity planning, more specifically: accountability, monitoring, and reporting for the revised Statewide Diversity Policy.

ADJOURNMENT

The next regularly scheduled meeting will take place Monday, March 23, 2015, 9:00 am (ET) in Frankfort, KY.

The meeting adjourned at approximately 12:20 p.m.

**Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2015**

**The 2011–15 Kentucky Public Postsecondary Education Diversity
Policy and Framework for
Institutional Diversity Plan Development
2015 Degree Program Eligibility**

This assessment is an annual report card that describes institutional success in implementing strategies to achieve the objectives of the 2011-15 Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development.

Based on the success of enrolling and retaining a diverse group of students and employing a diverse workforce, each of Kentucky's public postsecondary institutions qualify for the most favorable category of eligibility under KRS 164.020(19). The universities were evaluated on six objectives, while the KCTCS institutions were evaluated on four, during the most recent evaluation due to the reclassification of workforce categories in the IPEDS reporting. All eight universities and 16 community and technical colleges qualify for automatic status in 2015 (see attached charts).

All universities are automatically eligible to propose new degree programs. Four universities, Morehead State University, University of Kentucky, University of Louisville, and Western Kentucky University, showed progress on all six objectives. Eastern Kentucky University, Kentucky State University, Murray State University, and Northern Kentucky University showed progress on five objectives.

In the Kentucky Community and Technical College System, all 16 institutions are automatically eligible to propose new degree programs in 2015. Seven KCTCS institutions showed progress in four objectives: Big Sandy, Gateway, Hazard, Hopkinsville, Jefferson, Somerset, and West Kentucky. Four institutions showed progress on three objectives: Henderson, Madisonville, Maysville, and Owensboro. Five institutions showed progress on two objectives: Ashland, Bluegrass, Elizabethtown, South Central and South East.

The status of the individual institutions' performance for calendar year 2015 is attached. After review of the evaluation results by the Committee on Equal Opportunities, the degree program eligibility status reports will be forwarded to the institutional presidents.

Staff preparation by Rana Johnson

**POSTSECONDARY SYSTEM SUMMARY
 INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY STATUS
 CALENDAR YEAR 2015**

The eligibility status of the institutions is determined through the application of administrative regulation 13 KAR 2:060.

Postsecondary System Status

Eligibility Category	Universities	Community & Technical Colleges	Total
	2014	2014	2014
Automatic	8	16	24
Waiver	0	0	0
Not Eligible	0	0	0
Total	8	16	24

Status of Universities

Institution	Objectives Showing Continuous Progress	Total Objectives	Degree Program Eligibility Status
			2014
Eastern Kentucky University	5	6	Automatic
Kentucky State University	5	6	Automatic
Morehead State University	6	6	Automatic
Murray State University	5	6	Automatic
Northern Kentucky University	5	6	Automatic
University of Kentucky	6	6	Automatic
University of Louisville	6	6	Automatic
Western Kentucky University	6	6	Automatic

Notes:

Universities have six equal opportunity objectives (for the 2015 evaluation).

Automatic eligibility equals continuous progress in at least four of six objectives.

Waivers must be authorized by the institution's board, and formally presented to Council's Committee on Equal Opportunities for approval.

INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY CALENDAR YEAR 2015

The eligibility status of the institutions is determined through the application of administrative regulation 13 KAR 2:060.

Status of KCTCS Colleges

Institution	Objectives Showing Continuous Progress	Total Objectives	Degree Program Eligibility Status
			2014
Ashland Community & Technical College	2	4	Automatic
Big Sandy Community & Technical College	4	4	Automatic
Bluegrass Community & Technical College	2	4	Automatic
Elizabethtown Community & Technical College	2	4	Automatic
Gateway Community & Technical College	4	4	Automatic
Hazard Community & Technical College	4	4	Automatic
Henderson Community College	3	4	Automatic
Hopkinsville Community College	4	4	Automatic
Jefferson Community & Technical College	4	4	Automatic
Madisonville Community College	3	4	Automatic
Maysville Community & Technical College	3	4	Automatic
Owensboro Community & Technical College	3	4	Automatic
Somerset Community College	4	4	Automatic
South Central Community College	2	4	Automatic
Southeast KY Community & Technical College	2	4	Automatic
West KY Community & Technical College	4	4	Automatic

Notes:

The community and technical colleges have four equal opportunity objectives.

Automatic eligibility equals continuous progress in at least two of four objectives.

Waivers must be authorized by the institution's board, and formally presented to Council's Committee on Equal Opportunities for approval.

March 16, 2015

**Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2015**

**Roles and Responsibilities of the Council's
Committee on Equal Opportunities (CEO)**

A member from the Council's Committee on Equal Opportunities (CEO) requested council staff to provide a list of roles and responsibilities of the CEO at the March 23, 2015 meeting.

Background information, presented at the CEO orientation, provides concise information regarding the role and expectations of the committee (Attachment A).

Council staff will respond to any questions raised by CEO members.

Staff preparation by Rana Johnson

COUNCIL ON POSTSECONDARY EDUCATION THE COMMITTEE ON EQUAL OPPORTUNITIES

What is it?

The Council's Committee on Equal Opportunities was created in 1988 to oversee the implementation of equal opportunity plans, the Partnership Agreement with the U. S. Department of Education's Office for Civil Rights, and to annually evaluate effectiveness. The mission: (1) monitor and ensure the continuation of the Commonwealth's equal opportunity efforts (desegregation); (2) develop, in conjunction with state-supported institutions, a statewide equal opportunities plan; (3) advise the CPE on eligibility of institutions for new academic programs pursuant to the provisions of KRS 164.020(19) and 13 KAR 2:060; (4) conduct public college and university site visits to determine conditions on campuses of those institutions relative to equal opportunity issues; and, (5) make recommendations to the CPE for program and activities promoting equal opportunity. The mission in a diversity planning environment does not change, except to incorporate a broader constituency of students, faculty, and staff.

Who is on it?

The CEO is composed of 15 members, appointed by the Chair of the Council: five members of the Council, the Executive Director of the Commission on Human Rights, a legislator, and eight citizens representing statewide interests. The committee meets four times each year in months opposite CPE meetings (typically the fourth Monday in January and March and the third Monday in May and October).

What does it do?

The Council's Committee on Equal Opportunities (CEO) monitors and ensures the continuation of the Commonwealth's equal opportunity efforts. The CEO serves in an advisory capacity to the Council on Postsecondary Education in implementing the statewide equal opportunity objectives. Each university has a diversity plan with an agreed upon set of equal opportunity objectives they are required to implement. The Council utilizes the committee's recommendations when considering equal opportunity activities, programs, and strategies.

What doesn't it do?

The committee does not operate institutions or supervise their administrators. Its authority is less direct and focused chiefly on equal opportunity policies that move the public postsecondary education system toward the objectives of the Diversity Policy and institutional plans (for example, identification and implementation of strategies of non-academic factors that affect minority student enrollment, retention, and graduation from college).

What is The Statewide Diversity Policy? Institutional Diversity Plans?

In September 2010, the CPE adopted a Diversity Policy that is to be implemented through institutional diversity plans adopted by each institution. The Diversity Policy states, "The vision of CPE is for all public postsecondary institutions to implement strategies, programs, and services that fulfill the educational objectives set forth in HB 1 and address the needs of and support the success of diverse populations, particularly those most affected by institutional and systemic inequity and exclusion."

The policy requires each institution plan, at a minimum, to include the four (4) areas highlighted in the Statewide Diversity Policy: Student Body Diversity, Student Success (Closing the Achievement Gap), Workforce Diversity, and Campus Climate. Both the Statewide Diversity Policy and the institutional diversity plans are expected to help strengthen diversity planning across Kentucky.

This new policy replaces a three decade old remedial policy that operated under the provisions of a federal finding that required remedial attention to de jure segregation in its public colleges and universities. In January 2009, the United States Department of Education Office for Civil Rights released Kentucky from the remedial planning process.

What is expected of each institution?

Under the Diversity Policy, the institutions developed plans for meeting the four (4) areas highlighted in the Statewide Diversity Policy, which includes guiding principles, commitments, and action steps. Also included are specific strategies that promote diversity and measurable targets and goals. Progress will be assessed annually and reported to the Council on Postsecondary Education and the Committee on Equal Opportunities.

Are the targets the same for every institution?

No. Each institution has adopted a unique set of actions and targets designed to fulfill its commitment to the Statewide Diversity Policy. For example, the enrollment objectives for each institution are based on that institution's market area. Employment objectives are based on institutional affirmative action plans developed jointly with the U.S. Department of Labor.

What are the consequences for nonperformance?

Institutions that do not make continuous progress toward achieving their objectives are prohibited from offering any new academic degree programs. Waivers of this prohibition are allowed, based on the recommendation of the CEO, under certain circumstances.

Who should I contact if I have additional questions or need more information?

CPE staff to the CEO consists of the Chief Diversity Officer, Dr. Rana Johnson. If you have questions, or require additional information, please contact Rana by email: rana.johnson@ky.gov or on the CPE cell phone: (502) 382-7388.

**Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2015**

**Kentucky Public Postsecondary Education Diversity Policy
Performance Presentations: Institutional Diversity Plan Assessments**

The Committee on Equal Opportunities will receive an update by several institutional EEO representatives regarding the universities' efforts to implement the objectives of their institutional diversity plans. The plans were developed in response to the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development.

The institutional presentations parallel to the Student Success focus area identified in the Council's Strategic Agenda, Stronger by Degrees. The Statewide Diversity Policy advances one of the main policy objectives that guide the work of the postsecondary system in the area of Student Success.

The presentations will introduce 2012-13 data, in comparison to 2013-14, and identify areas where progress was made, as well as areas that will require improvement to reach their 2015 goals. Four focus areas will be highlighted:

- Student Body Diversity
- Student Success/Closing the Achievement Gap
- Workforce Diversity
- Campus Climate

The following EEO representatives are scheduled to present:

- Murray State University: Cami Duffy
- University of Kentucky: Terry Allen
- Western Kentucky University: Richard Miller

The remaining institutions will share the results of their reports at the May and October CEO meetings.

Staff preparation by Rana Johnson

Committee on Equal Opportunities
Council on Postsecondary Education
March 23, 2015

Waivers of KRS 164.020(19)

The CEO asked for regular reports regarding institutions that choose to adopt a waiver of the standards of KRS 164.020(19) in order to implement new degree programs. The statutes establish the Council's responsibility to approve the offering of new degree programs (KRS 164.020(14)) and also limit an institution's eligibility for new degree programs (KRS 164.020(19)) by the requirement that an institution meet its equal opportunity objectives.

The Council has authority to grant a temporary waiver of the requirements of KRS 164.020(19). Administrative Regulation 13 KAR 2:060 establishes criteria for determining an institution's compliance with equal opportunity objectives and for the granting of a temporary waiver to a state-supported postsecondary education institution that has not met its objectives.

No institutions requested a waiver as of March 2015.

Staff preparation by Rana Johnson

Council on Postsecondary Education
Committee on Equal Opportunities
March 23, 2015

Status: Statewide Diversity Planning and Support Programs

The following information focuses on diversity activities and initiatives since the Committee on Equal Opportunities met January, 2015.

Governor's Minority Student College Preparation Program: The Annual GMSCPP Statewide Conference will be hosted by Murray State University, June 15-16, 2015; approximately 200 students from across the Commonwealth are expected to participate in STEM-H activities and laboratory experiments during the day and a half conference.

GMSCPP Academically Proficient High School Junior and Senior Diversity Conference: The University of Louisville will host the 28TH Annual Academically Proficient High School Junior and Senior Diversity Conference, June 19-20, 2015. Approximately 300+ students, parents/guardians, and college fair representatives from across the Commonwealth are expected to attend. Participation in this conference by students and parents is voluntary. The partners for this conference are the Council on Postsecondary Education and the University of Louisville. Current sophomores and juniors are encouraged to visit the registration page for additional information; the link can be accessed at: <http://cpe.ky.gov/news/calendar/statewide/acadprof.htm>

SREB Doctoral Scholars Program: The Teaching and Mentoring Institute will be held October 29 – November 1, 2015, in Arlington, Virginia. The institute is designed for scholars currently supported by the Kentucky Doctoral Scholars Program. The Kentucky program is implemented collaboratively by the Council, the University of Kentucky, and the University of Louisville to help students complete the doctorate more quickly and to encourage them to transition into the professoriate.

Staff preparation by Rana Johnson

FIRST IN THE NATION: MEDICAL SCHOOL INCORPORATING LGBT TRAINING BASED ON NEWLY RELEASED AAMC COMPETENCIES

Susan Sawning, MSSW, Brian Buford, M. Ed., Stacie Steinbock, M.Ed., Ann Shaw, MD, MA, Toni Ganzel, MD*, MBA, Amy Holthouser, MD*, Leslee Martin, MA, V. Faye Jones, MD, PhD., MSPH* (*Only GLMS Physician members are pictured as authors in Louisville Medicine.)



All photos by Tony Simms



The University of Louisville School of Medicine will serve as the nation's pilot site for training future physicians on the unique health care concerns and issues encountered by people who are lesbian, gay, bisexual, transgender (LGBT), gender nonconforming or born with differences of sex development (DSD).

LGBT and DSD-Affected individuals have specific health care needs and face significant health disparities. Nationally, LGBT and DSD-Affected patients report a lack of provider education as a barrier to effective health care and transgender patients report being harassed or disrespected in a hospital or doctor's office. As a result, many of these patients avoid medical treatment, including emergency care. The average time dedicated to teaching LGBT related content in North American medical schools in the entire curriculum is approximately five hours, meaning that in many schools it is much lower. The Institute of Medicine, The Joint Commission, the U.S. Department of Health and Human Services, and the Association of American Medical Colleges (AAMC) have all recently emphasized the need for increased provider education in LGBT health.

In November 2014, the AAMC Advisory Committee on Sexual Orientation, Gender Identity, and Differences of Sex Development released specific competencies to provide medical schools with a framework for recognizing existing gaps in LGBT and DSD-Affected training, and issued a challenge to medical schools to address the needs of LGBT patients. These competencies fall under eight

domains of care critical to training physicians, including patient care, knowledge for practice, practice-based learning and improvement, interpersonal and communication skills, professionalism, systems-based practice, inter-professional collaboration and personal and professional development. This competency-based framework will allow medical educators to integrate the new guidelines into existing curricula more easily.

"We are very excited to serve as our nation's learning ground in training the next generation of physicians in meeting the unique health care needs of our LGBT and DSD-Affected population," said Toni Ganzel, MD, Dean of the U of L School of Medicine. "Every segment of our population brings its own set of health care issues and concerns. As we strive to provide the highest quality training possible, it is a privilege to model that educational experience for our colleagues throughout the nation."

The LGBT Center at U of L, the School of Medicine's Undergraduate Medical Education (UME) Office, and the Health Sciences Center's Office of Diversity and Inclusion have partnered to initiate *eQuality: Leading Medical Education to Deliver Equitable Quality Care for all People, Regardless of Identity, Development, or Expression of Gender/Sex/Sexuality*. The mission of *eQuality* is to implement a comprehensive medical school curriculum that requires students to learn, practice, and demonstrate mastery of skills, knowledge, and attitudes required for excellent care of patients who are LGBT, gender non-conforming, and/or born with disorders of sex development. Two of the primary authors of the AAMC competencies, Jennifer Potter, MD, Harvard School of Medicine, and Kristen Eckstrand, PhD (and fourth-year medical student), Vanderbilt University School of Medicine, will assist the U of L School of Medicine with *eQuality*. Additionally, John Davis, MD, from The Ohio State University and the AAMC Group on Diversity & Inclusion LGBT Issues Representative also will assist the project.

(continued on page 14)

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(continued from page 12)

“The university has been a national leader in creating an inclusive campus environment for LGBT people, and the *eQuality* initiative is an exciting next step. We will be preparing the very best health care professionals and sending them out to an LGBT community that desperately needs them,” said Brian Buford, Assistant Provost for Diversity and Director of the LGBT Center at U of L.

“It is a privilege to develop this curriculum for our medical students. It is critical for our students to be competent and compassionate in the delivery of care to the LGBT community,” said M. Ann Shaw, MD, MA, Senior Associate Dean for Medical Education at the U of L School of Medicine.

“Patient fears about judgment, discrimination, or lack of acceptance in the health care setting fuels many of the health disparities we see across our health care system,” says Amy Holthouser, MD, Assistant Dean for Undergraduate Medical Education at the U of L School of Medicine. “Preventive measures often fail because patients who have had a previous negative experience are much more reluctant to follow up for recommended preventive care or seek help early in an illness, perpetuating the cycle of health disparity. We are seeking to break the cycle by ensuring all graduates have the tools to create the welcoming and affirmative environment that all patients deserve from a competent physician.”

This project is building on the great success of *The University of Louisville LGBT Health and Wellness Competency Certificate Program*. The program consists of six inter-professional sessions of Medical, Dental, Nursing, and Public Health students and includes LGBT health topics such as: 1) Culturally Competent Care for LGBT Patients; 2) Health Promotion and Disease Prevention; 3) Taking an Inclusive History/Risk Reduction Counseling; 4) Understanding the T in LGBT; 5) LGBT Mental Health; and 6) HIV Epidemiology. The inaugural year of the program confirmed strong student interest, with a total of 250 students from the health sciences schools attending at least one session and an average of 70 in each session.

U of L will spend the next several months developing the formal curriculum and will begin the pilot program in the 2015-16 academic year, with full implementation into the curriculum in 2016-17. The UME office is assembling an *eQuality* advisory team of local experts in LGBT and DSD patient care and curriculum



David Wiegman, PhD, Professor of Physiology, Stacie Steinbock, M. Ed, School of Medicine Dean Toni Ganzel, MD, MBA and Brian Buford, M. Ed., attend the HSC Pride Cookout.

development to lead efforts: Amy Holthouser, MD (Med-Peds), Veronnie Faye Jones, MD, PhD (Pediatrics), Suzanne Kingery, MD (Pediatric Endocrinology), Karen Krigger, MD (Family Medicine), Leslee Martin, MA (UME Curriculum Development/Evaluation), Susan Sawning, MSSW (Social Work/UME Research), M. Ann Shaw, MD, MA (Internal Medicine), Clayton Smith, MD (Internal Medicine), Stacie Steinbock, M.Ed. (Human Sexuality), and Kari Zahorik, MD (Family Medicine/Campus Health). Specific curriculum examples might involve: taking a DSD-Affected patient inclusive sexual history, mental health and the LGBT adolescent patient, and a standardized patient case involving end-of-life decision-making for a same-sex couple.

“The new LGBT curriculum will not only help us medical students to be better doctors, but the entire community will surely benefit from the compassionate spirit and inclusive philosophy behind this education,” said Marlowe Dieckmann, a second year medical student. “We will soon be able to give a better level of care to this historically neglected patient population. It is very exciting to be part of a medical school that is leading the way in LGBT education. I am thankful that our administration, faculty, staff and students had the vision and the courage to advocate for the LGBT curriculum. I am proud to be a medical student here.”

It is our goal that the entire community will benefit from *eQuality*. The city of Louisville has a large LGBT population but no LGBT community center; therefore, the LGBT Center at U of L is often the first point of contact for LGBT people seeking health care resources. Much of its success is tied to a strong community partnership that created *Feast on Equality* three years ago, a signature dinner event that raises funds for the center. The one-of-a-kind event was born out of the vision of founder Tommy Arnold, who heard that there were LGBT students who were not welcome home during the holidays because of their identity. Moved to action, he started hosting an annual Thanksgiving dinner to serve those displaced students



Left to right: Dr. Jyme Charette, Prosthodontic Resident at the University of Louisville School of Dentistry, Stacie Steinbock, Director, LGBT Center Satellite Office on the Health Sciences Center Campus, Dr. James Ramsey, President, and Brian Buford, Assistant Provost for Diversity and Director of the LGBT Center at UofL.




From left to right: Huma Nargis, Ramakanth Yakkanti, Elvis Joseph, Matt Bojanowski (all second year medical students) attended the HSC Pride Cookout.

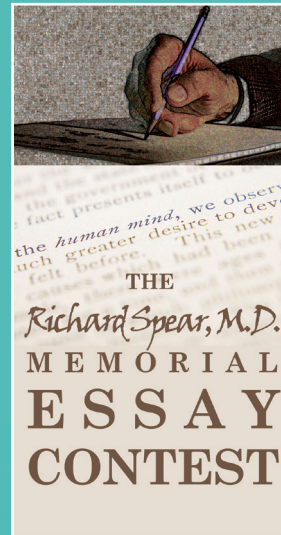
and saw how many community members were similarly touched by the students' stories. *Feast on Equality* was the answer, an event that brought the community and university together as partners in sending a message of support to the LGBT community.

"I can't begin to express how excited I am that the University of Louisville will be the first university in the United States to map the new AAMC LGBT competencies into their medical curriculum," says Arnold. "This issue is of particular importance to me because I know LGBT patients will receive better treatment when they feel comfortable enough to share their whole selves with their doctor. As the Founder of *Feast On Equality*, it gives me great pleasure to know that our efforts are now expanding beyond campus and will have a positive impact on our community as a whole."

The scope of this project is currently limited to undergraduate medical education; however, considerable interest in the project indicates that the potential to expand into residency and with existing clinical faculty is possible. Furthermore, hospitals have expressed interest in specific training that will lead to improvement of policies and practices related to the equity and inclusion of their LGBT patients, visitors and employees.

"The AAMC is thrilled by the sincerity and thoughtfulness of the University of Louisville in addressing physician education and competence for this important population," says Kristen Eckstrand, Chair of the AAMC Advisory Committee on Sexual Orientation, Gender Identity, and Differences of Sex Development. 

Note: Susan Sawning, MSSW, serves as the Research Director of Undergraduate Medical Education at the University of Louisville School of Medicine. Brian Buford, M. Ed., serves as the Assistant Provost for Diversity and Director of the LGBT Center at the University of Louisville. Stacie Steinbock, M.Ed., serves as the Director of the LGBT Center Satellite Office on the Health Sciences Center Campus. Ann Shaw, MD, MA, serves as the Senior Associate Dean for Medical Education at the University of Louisville School of Medicine. Toni Ganzel, MD, MBA, serves as the Dean of the University of Louisville School of Medicine. Amy Holthouser, MD, serves as the Assistant Dean for Undergraduate Medical Education at the University of Louisville School of Medicine. Leslee Martin, MA, serves as the Director of Undergraduate Medical Education at the University of Louisville School of Medicine. V. Faye Jones, MD, PhD, MSPH, serves as the Assistant Vice President for Health Affairs-Diversity Initiatives.



THEMES:

Practicing/retired physician category:
"Medicine and the Unexpected"
 \$1,500 cash prize

Physician-in-training/medical student category:
**"Using Technology in Medicine Without
 Becoming a Medical Robot"**
 \$750 cash prize

LENGTH:

800 to 2,000 words

FORMAT:

Do not put your name on your essay! Judges are blinded to authors. Instead, include a separate cover letter with name, entry category, essay title and contact information.

DEADLINE:

Monday, March 2, 2015

SUBMISSION:

Send via email as an attachment to Aaron Burch at aaron.burch@glms.org. Email submissions are highly preferred, but if not possible, send entry by fax to 502-581-9022 or by mail to 101 W. Chestnut St., Louisville, KY 40202.

You must be a GLMS physician member (practicing or retired), GLMS in-training (resident or Fellow) member or University of Louisville medical student to enter.