

The **MUSC Department of Pediatrics** is committed to fostering a culture that **values individuals** working together with **diverse ideas and backgrounds** to improve the health of **children** in South Carolina.



ANDREW M. ATZ, M.D.

Professor Pediatric Cardiology
Chair, Pediatrics Department
L. Lyndon Key Jr., Endowed Chair
Director, Pediatric Clinical Trials
Network Chair, NHLBI Sponsored PHN



MILEKA GILBERT, M.D., Ph.D.

Associate Professor, Pediatric Rheumatology
Associate Program Director, Pediatric Residency
Director, D & I, Pediatrics Department
Medical Director, D & I, Children's & Women's Hospital
Assistant Dean, Resident & Faculty Inclusion,
College of Medicine

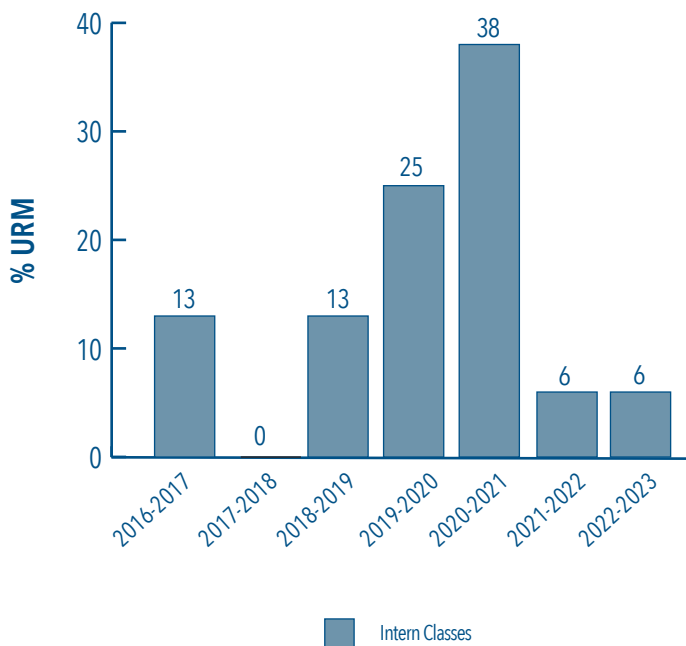
"Diversity is important for all of us.

Our goal is to improve the care and outcomes of children in South Carolina. This is done by taking advantage of the rich culture here and working together with our diverse patient and provider populations."

- Dr. Gilbert & Dr. Atz

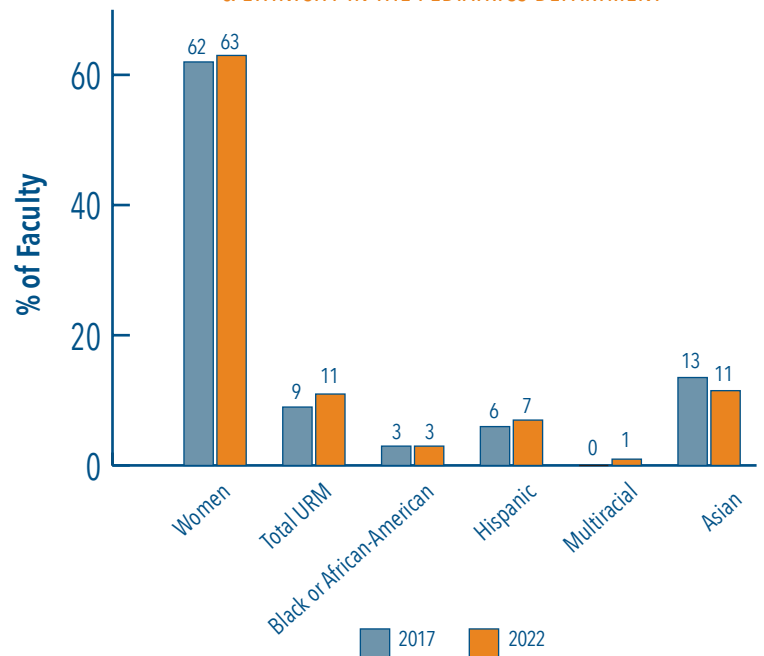
For more information about DEI in the College of Medicine:
<https://medicine.musc.edu/diversity>
DEI in the Pediatrics Department:
<https://medicine.musc.edu/departments/pediatrics/department-diversity-committee>

% OF URM IN INTERN CLASS CATEGORICAL AND PRIMARY CARE PEDIATRICS RESIDENCY PROGRAMS



% URM increased to **38%** in the Intern Class Pre-COVID pandemic. We are enhancing URM Virtual Recruitment with URM Interview Days & Diversity Happy Hours!

DISTRIBUTION OF FACULTY BY GENDER, RACE & ETHNICITY IN THE PEDIATRICS DEPARTMENT



% URM has increased from **9% to 11%** over the past five years. The number of URM faculty has almost doubled!

Janaina Anderson, M.D.
Pediatric Gastroenterology



Adam Bartholomeo, M.D.
Pediatric Resident



Mileka Gilbert, M.D., Ph.D.
Pediatric Rheumatology
Associate Program Director,
Pediatric Residency
Director, D & I,
Pediatrics Department



Benjamin Jackson, M.D.
Pediatric Emergency Medicine



Janice D. Key, M.D.
Adolescent Medicine
Director, Boeing Center for
Children's Wellness



**Denise Kimbrough,
M.D., Ph.D.**
Med/Peds Resident



Zegilor Laney, Jr., M.D.
Pediatric Resident



Michael Lugo, M.D.
Chief Resident
Pediatric Residency Program



Elizabeth Mack, M.D., M.S.
Division Chief, Peds Critical Care
Medical Director,
Children's Quality & Safety
Faculty Ombudsman



Elizabeth MackDiaz, M.D.
Pediatric Critical Care
Clinical Coach,
Pediatric Residency Program



Kristal Matlock, M.D.
Pediatric Endocrinology
Clinical Coach,
Pediatric Residency Program



Faith Middleton, M.D.
Pediatric Resident



David Mills, M.D.
Pediatric Hospital Medicine
Program Director,
Pediatric Residency Program



Linnea Mitchem, M.D.
Med/Peds Resident



Phayvanh Pecha, M.D.
Pediatric Otolaryngology



Silvia Pereira-Smith, M.D.
Developmental-Behavioral
Pediatrics



Anita Perez, M.D.
Pediatric Nephrology



Sarah Ritchie, M.D.
General Pediatrics
Clinical Coach,
Pediatric Residency Program



Natasha Ruth, M.D., MSCR
Pediatric Rheumatology
Division Chief &
Fellowship Program Director
Co-Director Peds Physician
Well-Being



Andrew Savage, M.D.
Pediatric Cardiology
Medical Director,
Children's Ambulatory Care



Ronald Teufel, M.D., MSCR
Pediatric Hospital Medicine



**Asha Kumar-Veerawamy,
M.D.**
Pediatric Emergency Medicine



Lauren Walker, M.D.
Fellow,
Neonatal Perinatal Medicine



Erica Brown, M.A.
Director,
Research Administration,
Pediatrics Department



Hannah Daniel
Director, Human Resources
Pediatrics Department



Rebecca Hasegawa
Program Coordinator,
Pediatric Residency Program



EDUCATION & TRAINING

- Annual Grand Rounds on DEI
- Lectures on racism in healthcare
- Survey of barriers to use of interpreter services
- DEI plan presented during intern orientation, fellow core curriculum & faculty meetings

DIVERSE RECRUITMENT

- Standardized tools to raise awareness of diversity efforts
- Diversity resource guide
- Offered URM applicants meeting with URM faculty
- Virtual diversity happy hours
- Department diversity website

BUILDING COMMUNITY

- Monthly "Dinner & Conversation" event for URM faculty, residents & fellows
- Encourage faculty participation in McClennan-Banks Networking Society events & MUSC URM pathway programs

COMMITTEE GOALS AND INITIATIVES

1. Increase the number of faculty under-represented in medicine (URM) through organized efforts of recruitment of URM candidates for faculty positions
2. Increase retention of URM faculty
3. Ensure fair and just academic promotion of women and URM faculty through mentoring
4. Increase the number of URM resident and fellow physicians in the pediatric GME programs
5. Create an environment supportive of diversity in the department and hospital
6. Improve patient and family experiences of diversity in pediatric clinics and children's hospital