



IDEA-RAD NEWSLETTER

Inclusion, Diversity and Equity Advocates in Radiology

September 2021

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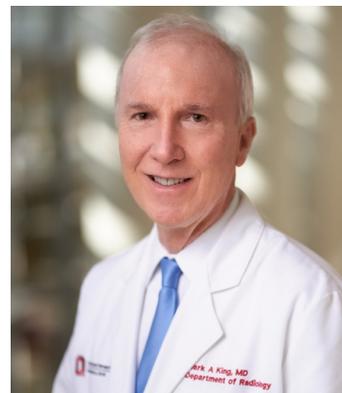


THE OHIO STATE UNIVERSITY
COLLEGE OF MEDICINE

Chair's Letter

Friends and colleagues, how is it that despite what many perceive as significant progress in our society on eliminating and repairing racial inequalities, we seem to be no closer to the finish line? And in some ways, farther apart than ever?

What we see as progress is, despite our best intentions, very often lip service. Our words will not become action *until we accept the challenge* of being called to action. I am proud to say that the Department of Radiology has *embraced* this call to action. We were among the first departments in the Medical Center to appoint a Vice Chair for Diversity, Equity, and Inclusion. Dr. Zarine Shah has been a gift to our department as we move and act with intention, in a well-organized way toward truly addressing racism in our department, medical center, and our city. In her role, Dr. Shah has galvanized our efforts through our IDEA-RAD Group (Inclusion, Diversity and Equity Advocates in Radiology), with planned activities and affiliations to advance our workplace anti-racism, equity and inclusion efforts and high-yield projects that can make a difference starting today. Dr. Shah has helped us to improve our knowledge and understanding of concepts that are the underpinnings of racism. Through Implicit Bias training sessions for the faculty, trainees and staff, we found it to be incredibly eye-opening and powerful to identify and understand our own biases. I personally believe this session was of utmost importance. We have to see and understand our own biases before we can address them. For me, it felt like a breakthrough moment where I began to realize the depths of my own biases, and how these biases (no matter how “benign” they seem), are so detrimental to the health of our society.



There is obviously a lot of work for us to do. Our DEI efforts to date have revolved largely around recruitment and retention strategies at multiple levels. The College of Medicine has done an amazing job of recruiting a diverse medical school class, ranked as #7 in the country for diversity. Despite that, there are specialties, including Radiology, that have fewer applicants from under-represented groups. Thus we find ourselves struggling to make progress, which while is a challenge, it helps us to define an opportunity and emphasizes the fact that we need to be involved at an earlier stage, supporting and encouraging these individuals to pursue training in the health care professions. One such program from the College of Medicine is the “Second Look Inclusive Excellence” program, which invites applicants to our residency programs to spend time on campus and interact with students and faculty members from under-represented minorities. The goals are to demonstrate the welcoming, inclusive, and friendly atmosphere of Columbus and Ohio State, to help applicants understand the atmosphere here, and to identify for them the resources that are available to give them every chance to succeed. Faculty from the Department of Radiology participated in this effort this year, which was done using a virtual platform.

Ultimately, we will not achieve the success we hope to unless we work to create a pipeline into our field that excites students earlier. I think we all know that the real pipeline for preparing students for careers in the medical field is at the high school level and maybe even earlier. Our department is working with a very exciting project entitled “Heads Up”, which is organized by first year medical students, to familiarize high school students with career opportunities in health care fields, and provides one-on-one mentorship for students who might otherwise think a health-care career is out of their reach. One reason that these young people might not pursue a medical career is lack of role models, especially those who “look like them”. This program aims to address this directly, pairing the students with mentors who are part of their own communities and have successfully entered the field, to help create an avenue for young people from under-represented minorities to pursue a career in health care and radiology.



Task Force

We are a team of over 30 people working towards the mission of IDEA-RAD. There are 4 taskforces reporting to the chair of IDEA-RAD, each with representation from individuals who are committed to diversity. The task force committees are Advocacy & Outreach, Data & Resources, Media & Communications, and Events & Programming.

Chair: Zarine Shah is the Chair of IDEA-RAD and Vice Chair of Diversity, Equity and Inclusion. She works with the Co-chairs of each task force to promote the mission of IDEA-RAD and also acts as a liaison between the department of Radiology and the College of Medicine.

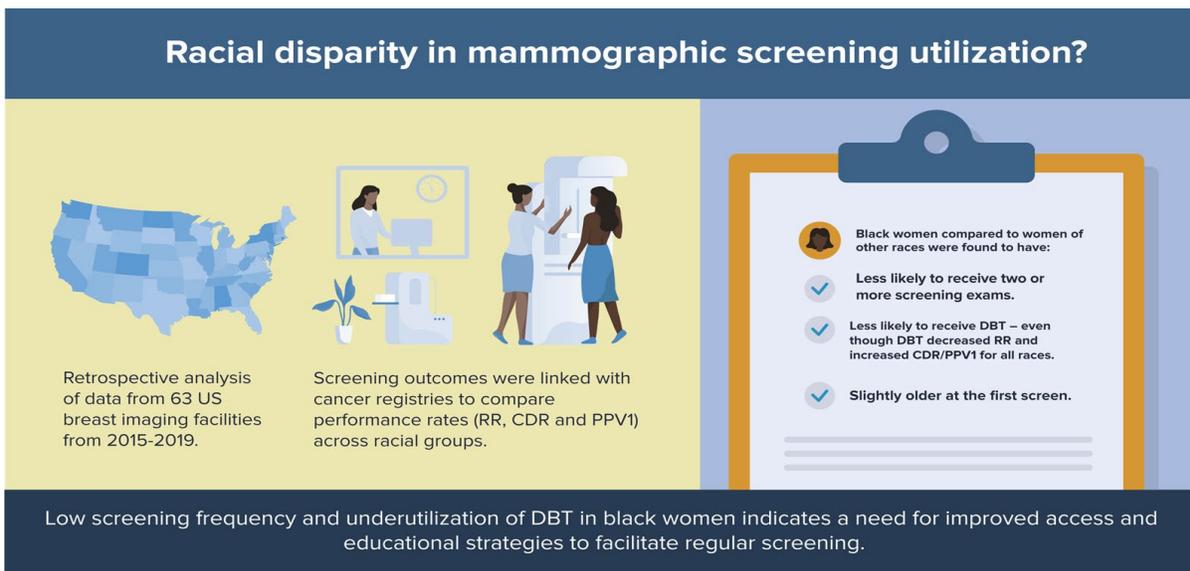


- **Advocacy & Outreach:** This group consists of 10 members, whose primary responsibility is to identify and develop best practices for recruitment and retention. Co-chairs are Mitva Patel and Kristin Foley.
- **Data & Resources:** This group consists of 8 members, whose primary responsibility is to drive the policy change by comparing our data to peer institutions and national benchmarks. Co-chairs are Aaron Chafitz and Kevin Little.
- **Media & Communication:** This group consists of 7 members, whose primary responsibility is to maintain communication across IDEA-RAD committees and across social media platforms and promote DEI culture. Co-chairs are Rukya Masum and Arunark Kolipaka.
- **Events & Programming:** This is an 8-member group, whose primary responsibility is to organize and deliver DEI related activities such as training workshops, invited guest speakers, educational sessions within the department. Co-chairs are Alyssa Cubbison and Mohammed Ismail.

Disparities in Breast Radiology

The goal of this section is to shed light on the existing research in the radiology literature about healthcare disparities. While research into this topic in radiology is not as robust as many other areas, greater awareness of these disparities is an important first step to begin to solve them.

- A large multi-institution retrospective meta-analysis with over 6 million patients spanning the past 70 years revealed that **Black and Hispanic populations had lower odds of utilizing screening mammography when compared with white patients by about 20%**. Decreased utilization of screening is linked to lack of access to quality healthcare and may result in more advanced disease on presentation and increased mortality¹.
- A more recent large, multi-institution retrospective review examined the use of digital breast tomosynthesis (DBT) in conjunction with digital mammography as a screening tool. **Addition of DBT improved recall rates, cancer detection rates, and positive predictive value for recall. Authors found that use of DBT in black patients was 44%, compared to 61% in white patients.** These results suggest that a more uniform and widespread of adoption of DBT could help reduce disparate breast cancer screening outcomes².



JACR VISUAL ABSTRACT

References:

1. Ahmed AT, Welch BT, Brinjikji W, Farah WH, Henrichsen TL, Murad MH, Knudsen JM. Racial Disparities in Screening Mammography in the United States: A Systematic Review and Meta-analysis. J Am Coll Radiol. 2017 Feb;14(2):157-165.e9. doi: 10.1016/j.jacr.2016.07.034. Epub 2016 Dec 16. PMID: 27993485.
2. Alsheik N, Blount L, Qiong Q, Talley M, Pohlman S, Troeger K, Abbey G, Mango VL, Pollack E, Chong A, Donadio G, Behling M, Mortimer K, Conant E. Outcomes by Race in Breast Cancer Screening With Digital Breast Tomosynthesis Versus Digital Mammography. J Am Coll Radiol. 2021 Jul;18(7):906-918. doi: 10.1016/j.jacr.2020.12.033. Epub 2021 Feb 17. PMID: 33607065.



Events

Exposure to Radiology

The Advocacy Subcommittee has participated in a few events to mentor students and expose them to the field of radiology in order to increase the diversity in the field of Radiology.

Dr. Priyanka Dube, Dr. Cliff Raymond and Dr. Evan Rush are mentors for the "HEADS-UP" program which exposes Columbus High School Students to careers in healthcare. This program was organized by OSU Medical Student Evans Osuji.

May 24-26th HEADS UP organized a showcase of the different medical specialties by hosting a virtual career week to highlight unique features of each specialty. Dr. Dube gave a well-received interactive presentation on Radiology as a Career.

[Heads Up Career Week Part 2: https://www.youtube.com/watch?v=LjeXs40eFEA](https://www.youtube.com/watch?v=LjeXs40eFEA)

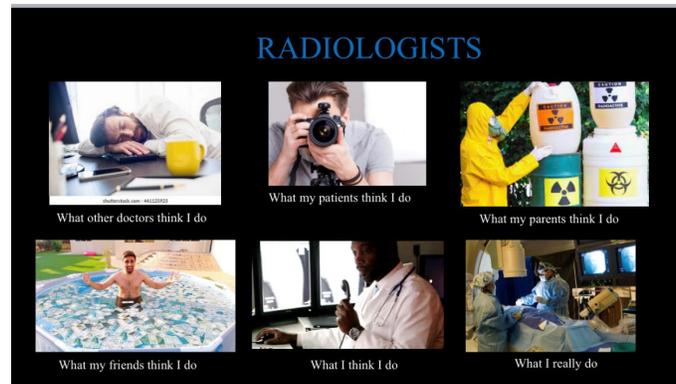
Reducing Implicit Bias

Our first implicit bias interactive session was in April 2021 and was presented by Dr. Bethany Panchal, educating on unconscious biases in healthcare and strategies to reduce implicit bias.

What is Radiology?!



Dr. Priyanka Dube
Diagnostic Radiology Residency Program
The Ohio State University Wexner Medical Center



Overview

- Radiology
- What it's like to be a radiologist
- How I became Radiologist/my inspiration
- Demo/Activity

Everyday Bias for Healthcare Profession



Bethany Panchal, MD
Associate Professor of Family Medicine
Vice Chair for Diversity, Equity and Inclusion



Advocates and Allies Program

Held on Wednesday, June 23 and facilitated by Dr. Leon McDougle, Professor of Family Medicine, Chief Diversity Officer, Associate Dean for Diversity and Inclusion, the goal of this session was to initiate dialogue among the male faculty in our department about their role as allies for their female colleagues and those from underrepresented groups. This particular session was developed with a focus on gender equity, and was supported by the Women's Place at Ohio State.

ADVOCATES & ALLIES The Ohio State University

Everyday Practices for Gender Equity

- Resist the tendency to defend yourself by stating that you are more progressive than most men when it comes to gender diversity
- Talk to women about gender issues and believe what they say
- Be the voice that interrupts demeaning or patronizing behavior or comments
- Model your own behavior changes for others

2014-2015 Version 2.0 White Men as Full Diversity Partners © p. 32

The Women's Place
Office of Diversity, Equity & Inclusion

Women in Radiology

Despite about half of all medical students being females, less than a third radiologists are women. In alliance with the Diversity, Equity and Inclusion program in the department of radiology, the women in radiology group was initiated at The OSUWMC Department of Radiology in January 2021. The vision of this group is to offer solidarity and inspire, encourage and provide mentorship to help achieve personal and professional fulfillment, for all trainees and faculty, irrespective of gender. We had our kick-off meet on May 1, 2021 and look forward to many more, planned quarterly!



Health4TheWorld

Health4TheWorld is a nonprofit organization whose goal is to promote health around the world by providing free medical education to remote parts of the world. Grand Rounds in Radiology are streamed live on Fridays with viewers in over 80 countries. Lectures are also recorded to provide a free, reliable online library to clinicians and trainees of underserved communities.

The Ohio Chapter was started by Dr. Mitva Patel with the help of Dr. Zarine Shah and Dr. Dan Boulter. Members of the Ohio Chapter also include Radiologists from the Cincinnati

and Cleveland area. The first lecture offered by the Ohio Chapter will be on December 3rd, Imaging in pancreatitis by Dr. Zarine Shah. <https://www.health4theworld.org>

Recognitions/Accomplishments

- Anthony Aquino & Rukya Masum passed Neuroradiology CAQ certification exams.
- Luciano Prevedello - Named Associate Chief Clinical Information Officer.
- Mina Makary - Performed first parathyroid venous sampling procedure at OSUMC.
- Arunark Kolipaka, Eric Bourekas, Ajam Amna (alternate), Mina Makary (alternate) have been elected representatives to Faculty Council 2021-2023.
- Jun Zang Board Certification (DABSNM) in Nuclear Medicine granted by SNMMI.
- Jun Zang was invited to give lecture at the 63rd AAPM Annual Meeting
- Mitva Patel named Chair of Media Sub-Committee for Society of Breast Imaging.
- Ephraim Hollander graduated from OSU Fisher College of Business MBA program.
- Bryn Smathers MRI Technologist, attained his CT registry from American Registry of Radiologic Technologists.
- Kristen Frim, Ultrasound Technologist, received the Clinical Excellence award for her dedicated teaching and was voted unanimously by the Ultrasound COTC Students.
- M. Taimur Shujaat – Faculty teacher of the year.
- Jamiee Slover has been appointed as the Vice Chair of Communication in the Ohio State Young Professionals Network ERG.

Resources

- **Health Equity and Racism Report 2021:** <https://wexnermedical.osu.edu/-/media/files/wexnermedical/about-us/anti-racism/hearreportjune24.pdf?la=en&hash=AE461BDAF4B73CB71D2C866B19160864BE00CC2C>
- **Radiology DEI Webpage:** <https://medicine.osu.edu/departments/radiology/inclusion-diversity-and-equity-advocates>
- **College of Medicine DEI Webpage:** <https://medicine.osu.edu/diversity>
- **Medical Center DEI Webpage:** <https://wexnermedical.osu.edu/about-us/diversity>

