



## 2017 Mini-grant Awardees

### **Cell and Developmental Biology**

**Kristen Verhey**

#### **Student Run Seminar Series**

This student-run seminar series will invite URM faculty to give a formal seminar about their research, speak with faculty one-on-one, and spend informal time with students discussing both scientific and career issues. The benefits for CDB graduate and undergraduate research students will be able to gain experience in inviting and hosting seminar speakers -- decrease their feelings of isolation and lack of role models -- increase feelings of pride and confidence in belonging to a community of scientists.

### **Obstetrics and Gynecology**

**Halley Crissman**

#### **Transgender Care Competency Training Videos**

This proposal will create job-specific transgender training videos for the following job roles: check-in staff, triage/clinic nurses, medical assistants and emergency department technicians, security and providers (physicians, nurse Practitioners, physician assistants). This idea was developed with feedback from the Emergency Department Management and discussions with medical assistants in OBGYN Clinics. Video content will be developed with input from round-table discussions with transgender community members, staff leads in the OBGYN and Emergency Departments, and physician leaders in the area of transgender health. Videos will be piloted in the Emergency and OBGYN

### **Senior Vice President and COO**

**Beverly Santiago, Brynt Ellis and Carol Ziegler**

#### **Positive Uncovering- An Inclusion Pilot for LGBT Awareness**

Create a vignette series of stories told by Michigan Medicine staff/faculty of their experience with the current culture of inclusion. These staff will initially have a connection to the LGBT community. Develop an uncovering story telling methodology to effectively convey their story. These stories will use a multimedia format.

## **Nurse Recruitment and Retention**

**Juanita Parry**

### **New Hire Orientation Videos**

This initiative is designed to connect newly hired nurses to: the vision of a diverse culture creating accountability for achieving that institutional goal. Initiated during hospital orientation, the plan utilizes a video to expose new hires to the viewpoints of nine diverse Michigan Medicine nurses. This will actively promote understanding the value of diversity and seek their commitment to inclusion, Improve diversity awareness and inclusive behaviors.

## **Community Health Services**

**Courtney Vanderlaan**

### **Organic Elevated Raised Bed Diversity Garden**

Growing a garden in the workplace can provide a venue to bridge cultural differences and build connections between staff around a mutually shared activity. The goal of this project is to provide an opportunity for staff to develop a raised bed garden that reflects their multicultural pride and identity while also creating opportunities to learn about the diverse cultures represented by our staff. Produce grown in the raised beds will be made available to staff and be used to make dishes for departmental potlucks. These potlucks will provide additional opportunities for staff to engage with one another and learn more about the ways in which diverse cultural dishes are prepared and served.