

The background of the slide is an abstract, flowing pattern of vibrant red and orange colors, resembling flames or liquid in motion. The colors transition from deep reds and oranges to bright yellows and whites at the top, creating a sense of energy and warmth. The overall composition is dynamic and visually striking.

# Embracing Equity

HSC Office of Health Equity and Engagement

## Introduction & Resources

HSC Health  
Equity and  
Engagement

LGBTQ  
Center @  
HSC

Women's  
Center

PEACC

Cultural  
Center

MAGS

HUB

School  
Diversity  
Committees

School  
specific  
RSOs

City of  
Louisville  
resources

# Community Norms

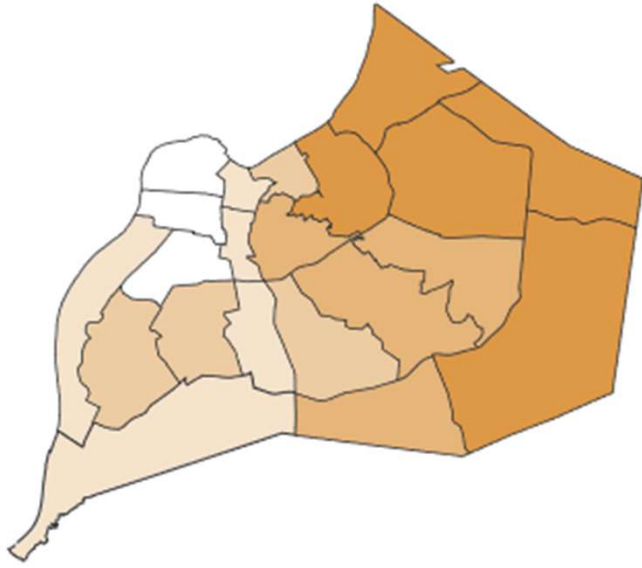
1. **Everyone is encouraged to participate** This discussion is meant to generate thought and promote discussion. We recognize that these topics may contain sensitive material.
2. **Seek first to understand, not to be understood.** Ask questions to seek clarification when you don't understand the meaning of someone's comments.
3. **Listen to and respect other points of view.** Be respectful of others and be conscious of the variety of reactions to the topic.
4. **The status quo is not ok.** It is actively harming people and needs to change.
5. **This is the very beginning of this work.** It's a lifelong process, where mistakes will be made and learned from.
6. **Burden of educating.** Don't put the burden of educating (individuals or unit level) on marginalized populations.

**Why is equity vital to our  
healthcare workforce, research  
and ultimately health equity?**

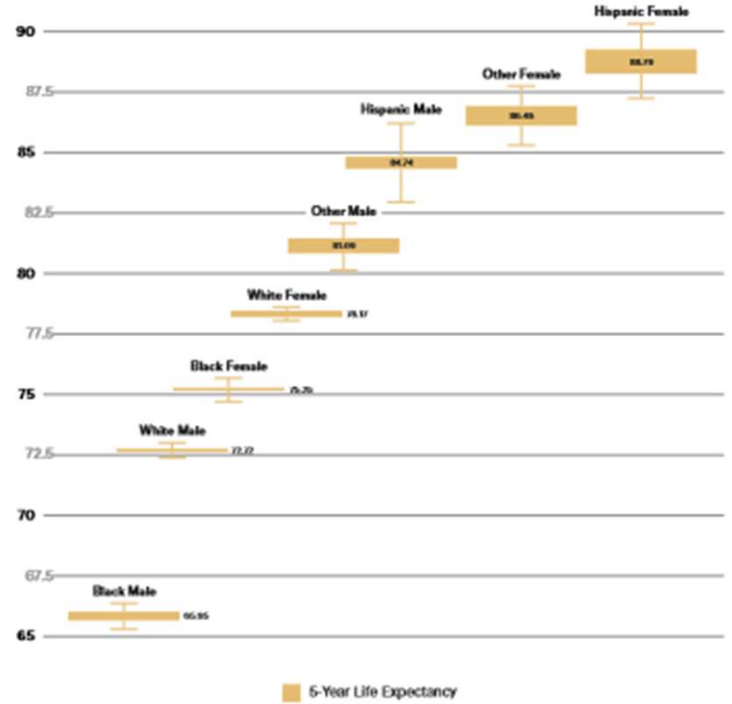
# Louisville Health Equity Report 2023

<https://louisvilleky.gov/health/wellness/document/center-health-equity-executive-summary-2024>

**Life Expectancy (In Years) by Market Area**  
2017-2021

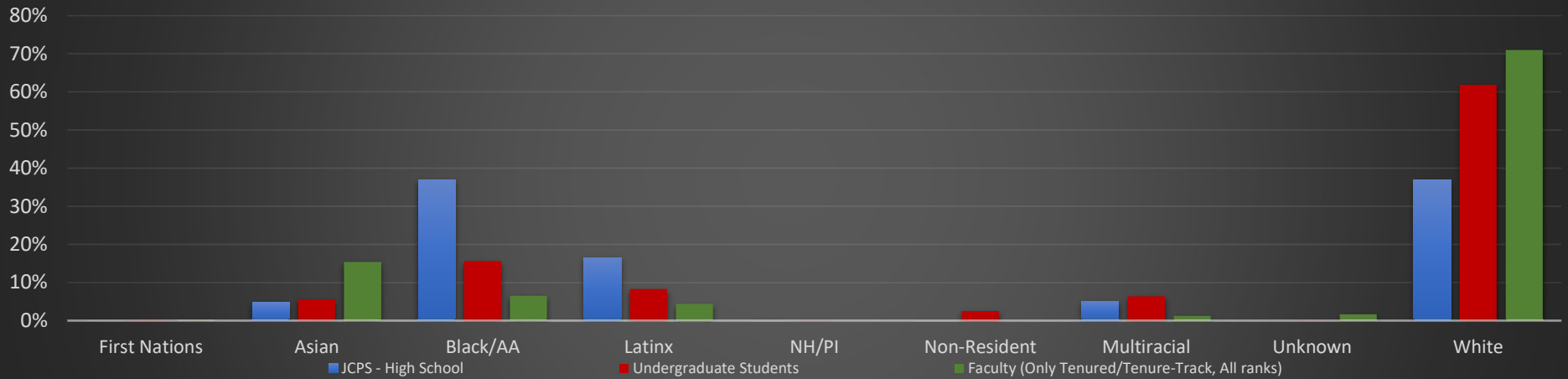


**Life Expectancy by Race and Gender**  
2017-2021



Data source: 2017-2021 Kentucky Vital Statistics

Demographics - Fall 2023 (Tenured/Tenure Track Faculty)



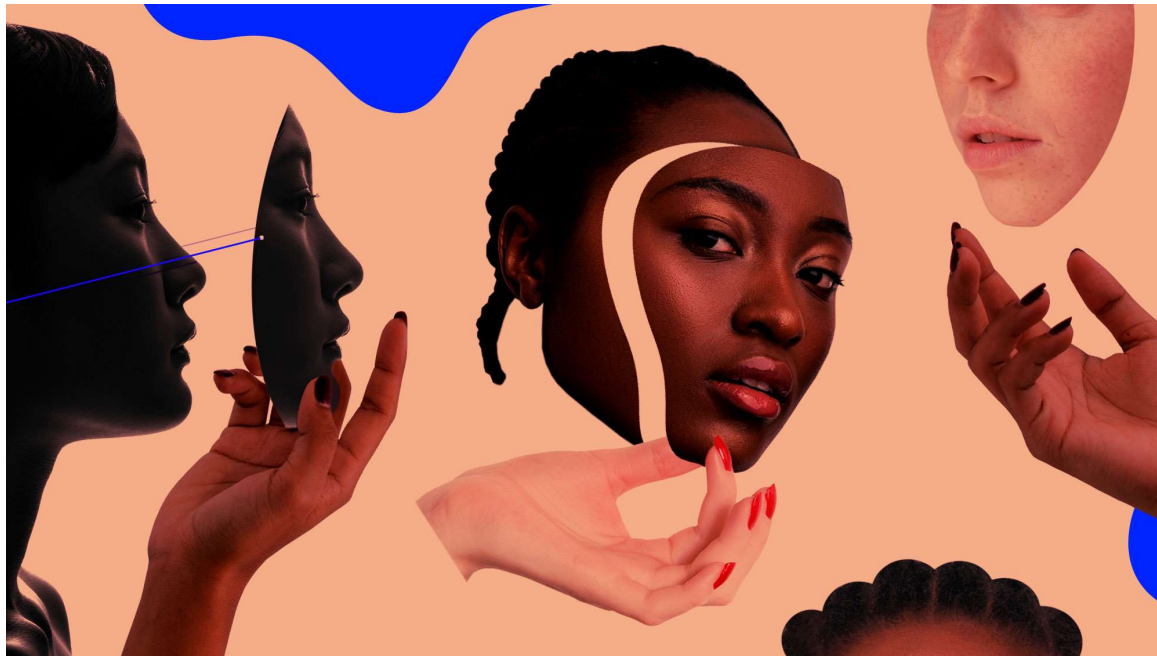
We don't represent our communities

**Where can you build your  
skills/knowledge over the next  
several years?**

# Areas to build your skills/knowledge

## Understand & Address Imposter Syndrome

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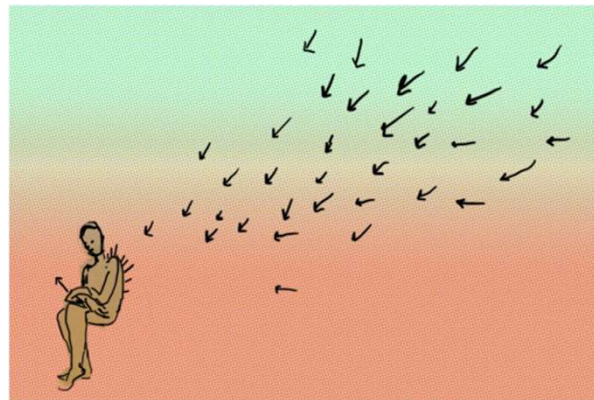




## Areas to build your skills/knowledge

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**Microaggressions** - “brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual orientation, and religious slights and insults to the target person or group” (Sue, 2010)



# Areas to build your skills/knowledge

## Understand & Mitigate Microaggressions

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**Upstander** - a person who witnesses a negative situation which requires positive action and responds by taking action to address the situation



### Strategies:

- Be literal/refuse to rely on assumptions
- Ask questions that invite discussion
- State that you are uncomfortable
- Interrupt and redirect
- Use direct communication

Adapted from: Kirwan Institute, 2017

## Your input!

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- What would you like to see this year as it relates to Diversity, Equity, Inclusion, and Belonging in your program/unit/UofL?
- What concerns do you have as it relates to Diversity, Equity and Inclusion in your program/unit/UofL?
- How can you come together as students to make change?

**Send what you would like to see occur at the HSC to**

**[hsc.equity@louisville.edu](mailto:hsc.equity@louisville.edu)**

Questions?

