



Diversity Means More
Than **HUE** at ATSU

Diversity & Inclusion

ATSU | A.T. Still
University
FIRST IN WHOLE PERSON HEALTHCARE

Diversity & Inclusion overview

A.T. Still University (ATSU) continues to build on its passion for educating students to be instruments of change by improving health outcomes and enhancing workforce diversity. The value ATSU has placed on cultural proficiency, diversity, equity, and inclusion is not only measured by demographic increases since 2014, but also by the systemic changes made to policies, practices, and processes. As the birthplace of osteopathic education, ATSU is fully invested in that legacy and broaching whole person health education with data-driven, innovative, and profound ideas.

Diversity education at ATSU seeks to achieve inclusion at every level. By valuing the importance of cultural differences, we've become more reflective of the communities we serve. Our mission is centered on service. By serving our community partners, students, and employees, we are now a more culturally proficient organization.



An example of our progression toward cultural proficiency is the University's honor of being named a recipient of the prestigious Higher Education Excellence in Diversity award from *INSIGHT into Diversity*, seven years in a row. ATSU is the first graduate health professions school to do so. This measure of excellence compels our University to be a work in progress at all times, constantly moving forward. ATSU is a beacon for caring people committed to service, committed to the body as an instrument of healing, and committed to inclusivity in every way.



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Diversity & Inclusion programs

Diversity education

ATSU Diversity & Inclusion provides a myriad of educational resources, including workshops, training tools, and a virtual resource center for the ATSU community. Building a community of culturally proficient students and employees is within ATSU's mission: Cultural proficiency in healthcare is a way of being and serving that enables one to effectively respond in a variety of cultural settings to the issues caused by diversity. In a word, diversity means "difference." One cannot truly value differences if one is unwilling to appreciate the myriad of difference in our society and also work to be inclusive at every opportunity.

Advisory Council for Diversity

ATSU's Advisory Council for Diversity is a wide representation of campus constituent groups, with the goal to provide insight toward the development and oversight of the University's diversity strategic plan.

Getting There series

Getting There is a series designed to accentuate the richness of pathways for achieving a career in the health professions. Diversity is more than hue at ATSU; however, through short interviews of alumni, students, faculty, and staff, we demonstrate reflectivity for historically underrepresented groups whom might otherwise feel uncomfortable in a dominate culture environment.



...mal Injection
... gauge: 25-27 gauge
... needle length: 1/2-3/8 in
... preferred Site: Forearm
...
Landmark: Ventral Forearm, 10 cm from
Antecubital Fossa

5 RIGHTS

- Right Patient
- Right Time
- Right Medication
- Right Dose
- Right Route
- +
- Right Site
- Right Documentation



Scott Howell, DMD, MPH, FSCD, '14

Diversity & Inclusion programs

Language Matters Campaign

Language relays meaning, describes something, and provides directions. Merriam-Webster defines language as the pronunciation and methods of combining words to be understood by a community. The definition also includes nonverbal communication (i.e., signs, gestures, and marks).

Singh & Singh (2023) defines language as a socio-cultural construction often in competition. The authors identify the competition as a majority vs. minority language. Cultural proficiency affirms this reality in different cultural settings. Therefore, a culturally proficient person is aware, and values and appreciates the difference that differences make. Words have meaning. How we use words, gestures, and tone influence communication.

The Language Matters campaign provides insight from community members about how language impacts their lived experiences. These lessons remind the campus community to be mindful of their words and actions, and to continue being stewards of ATSU values.

“

Coming out is not something
I did just did once in life.
Every time I tell someone
‘I have a husband,’
I hold my breath in hopes
that they don’t react negatively
or treat me differently
because they know.

”

Scott Howell, DMD, MPH,
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Diversity & Inclusion programs

Cultural proficiency education

Excellence in education begins with understanding that personal beliefs, values, and experiences shape our perceptions of the cultural settings in which we traverse. Therefore, it is important for each of us to acknowledge biases and mitigate their impact. The greatest value within our communities are the differences that exist. This variety of perspectives leads to improved understanding, stronger relationships, and better outcomes.

Diversity & Inclusion provides diversity education presentations and classes throughout the University community with a robust online diversity education platform available to ATSU faculty, staff, and students. The department also has a comprehensive diversity resources page on its website. The program aims to develop day-to-day skills that allow employees and students to be more inclusive.

Graduate Health Professions Scholarship

ATSU's Graduate Health Professions Scholarship (GPS) program is designed to accentuate the University's unique mission of service and leadership in whole person healthcare by attracting and educating students whose life contributions and experiences are consistent with ATSU's mission to serve in underserved areas.



Dreamline Pathways™

Dreamline Pathways™ is a comprehensive community-based collaboration that introduces K-12 students to graduate health professions programs offered by ATSU. ATSU and its partners fully understand the need for health professions to reflect the population being served. ATSU has unique relationships with school districts and community-based organizations, offering experiential learning opportunities to students in these partnerships. These collaborations introduce young minds to career opportunities in healthcare. Students are nurtured through campus and graduate student engagement opportunities.







Diversity & Inclusion programs

National Center for American Indian Health Professions

A.T. Still University's National Center for American Indian Health Professions (ATSU-NCAIHP) serves as a home base for prospective and current American Indian and Alaska Native students and alumni. ATSU-NCAIHP provides prospective students with healthcare career advising, assistance with admissions applications, financial advising, academic support, and more.

ATSU-NCAIHP is dedicated to helping American Indians and Alaska Natives become physicians, dentists, physician assistants, and other healthcare professionals and leaders dedicated to serving their Native communities. The organization also provides current American Indian and Alaska Native students with academic and personal support, cultural connectivity, and mentorship. ATSU-NCAIHP collaborates with all ATSU programs to support American Indian and Alaska Native students in successfully navigating the academic and personal journey toward graduation.

ATSU-NCAIHP is proud to offer American Indian and Alaska Native students the tools and skills to become healthcare healers and leaders from admission to graduation and beyond. The ATSU-NCAIHP circle of support continues beyond graduation by encouraging American Indian and Alaska Native alumni to mentor future American Indian and Alaska Native students and prepare competent, culturally-adept healers.



Diversity & Inclusion programs

Diversity Enrichment Committee

ATSU's Diversity Enrichment Committee (DEC) is a Kirksville, Missouri, campus committee of students and employees, which enhances ATSU's cultural proficiency through education, engagement, and enrichment of faculty, staff, administration, students, and community partners by recognizing and celebrating differences. Annual events sponsored by DEC include cultural heritage celebrations, Thanksgiving potluck, and campus speakers.

Diversity Enrichment in Education Committee

ATSU's Diversity Enrichment in Education Committee (DEEC) is a Mesa, Arizona, campus committee of students and employees, which enhances ATSU's cultural proficiency through education, engagement, and enrichment of faculty, staff, administration, students, and community partners by recognizing and celebrating differences. Annual events sponsored by DEEC include a Martin Luther King Jr. Parade and annual Diversity Festival.

Student support

Diversity & Inclusion provides consultation, mentoring, and emotional support to students as organization advisors (Student National Medical Association, Student National Dental Association, Black Student Association - Missouri, and Black Student Alliance - Arizona), GPS scholarship advisors, and conflict mediators.

This office sponsors the annual Martin Luther King Jr. celebration, Diversity Festival, cultural heritage presentations, diversity calendar, diversity-centered social media channels, diversity recruitment activities, diversity mixer, cultural diffusions show, campus speakers, and Dreamline Pathways™ programs.

Diversity in Education Committee California

ATSU'S Diversity in Education Committee California (DECC) is dedicated to creating a more inclusive academic community by encouraging opportunities for students, faculty, and staff to embrace and celebrate diversity and all of its dimensions. The committee will enhance the mission of both ATSU and the Advisory Council on Diversity by promoting campus-wide initiatives that allow individuals to gain a positive understanding of cultural proficiency and the way it impacts holistic wellness.



Safe Zone for All program

The mission of the Safe Zone for All program is to identify, educate, and support allies to be visible ambassadors within the ATSU community. Allies are individuals who consider themselves to be open and knowledgeable about valuing diversity, cross-cultural communication, and multicultural issues, and who choose to be visible supports and advocates with those who may be outside the dominant culture. Allies volunteer to ensure the campus climate is safe, receptive, and accepting to community members regardless of any human condition, characteristic, or circumstance.

“ALLY” represents key principles or actions that participants in Safe Zone for All are encouraged to embrace.

A: Awareness

Being aware of the issues and challenges faced by historically underrepresented groups and individuals.

L: Listening

Actively listening to the experiences and perspectives of others without judgment or interruption.

L: Learning

Continuously educating oneself about diversity, inclusivity, and cultural proficiency.

Y: Yielding

Able to yield one's privilege, power, or influence to create a safe and equitable environment for all.



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Diversity & Inclusion overview

Connect with us

For a comprehensive list
of our online resources and
social media accounts, visit
linktr.ee/atsudiversity
or scan this QR code.



ATSU believes excellence
requires understanding, affirming,
and valuing human difference.



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