

Diversity and Inclusion

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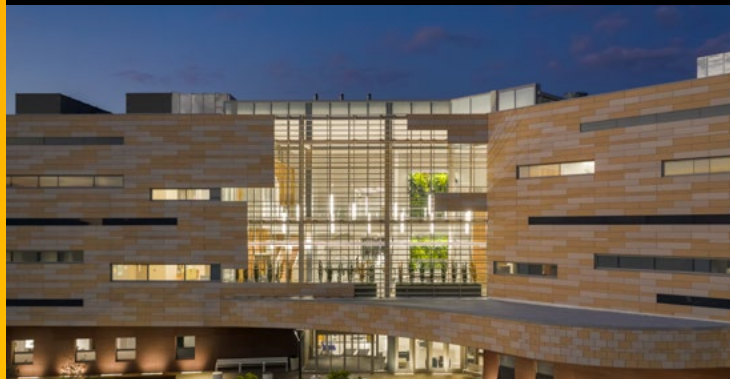
Graduate Medical

Education at TriHealth



TriHealth

We Are Physicians, Hospitals and Communities
Working Together to Help You Live Better



TriHealth is an integrated health care system, formed in 1995 as a partnership between Good Samaritan Hospital and Bethesda Hospital, Inc., that's brought together two of Cincinnati's finest health care organizations.

With acute care hospitals and more than 130 sites of care, TriHealth is a full-service, not-for-profit health care system that provides a wide range of clinical, educational, preventive and social programs. Our non-hospital services include physician practice management, fitness centers and fitness center management, occupational health centers, home health and hospice care.

We are a growing, innovating system that is committed to building a diverse organization that delivers culturally competent care, reduces health disparities for underserved and underrepresented populations and improves the population health within Greater Cincinnati communities.

TriHealth is committed to diversity, equity and inclusion in all aspects of our business, from patient care to hiring and promoting diverse candidates to creating an accepting and inclusionary team member experience. This commitment is as an integral characteristic on our journey to get healthcare *right* – for our patients, their loved ones and our dedicated medical staff and team members.

Mark Clement, President and CEO

"Diversity is all around us. It impacts us daily, personally and professionally. We must be aware of the opportunities that diversity brings. At TriHealth, we believe that effective diversity management is key to providing quality care to our patients as well as providing a respectful and inclusive work environment.

We believe that by embracing diversity, we can create a more positive, professional environment, provide an enhanced and enriched work experience for our team members and physicians and promote continuous improvement to providing excellent and compassionate care."



bi3 Bethesda Inc.'s
grants initiative to
transform health

Bethesda Inc. Grant to Further A Diverse and Inclusive Workforce

Bethesda Inc., co-sponsor of TriHealth and creator of bi3, approved a \$662,500 bi3 grant to TriHealth to accelerate and scale efforts to attract and build a diverse and inclusive workforce, to deliver culturally competent care and reduce health disparities for our community's underserved populations.

The bi3 grant will help remove barriers to address diversity, equity and inclusion, like funding TriHealth's participation in the Institute for Healthcare Improvement's Pursuing Equity Learning and Action Network, the only health system in Ohio to do so, and engagement in the Racial Equity Matters Educational Series which is focused on building understanding and addressing the root causes of racism.

Why TriHealth?



TriHealth is committed to supporting team members to live happy, healthy and productive lives so they are better able to care for their families and loved ones—and those we serve. We are focused on continuous improvement in order to offer better care, better health and fewer health disparities for our patients—and a better workplace for you.

Here are some of the reasons why you should come to TriHealth:

- We have excellent teaching hospitals and residency and fellowship programs
- We are committed to cultural diversity in the workplace and community, which is especially evident in our variety of Employee Resource Groups that support our residency programs:
 - **TYP:** TriHealth Young Professionals
 - **PRISM:** Supports our LGBTQ+ community
 - **TAGS:** TriHealth Armed Forces Group and Supporters
 - **Abilities FIRST:** Disability Awareness Resource
 - **TRIBE:** TriHealth Resource Initiative for Black Employees
 - **Faith at Work:** Utilizing your faith at work
 - **Hispanic and Latinx:** Supports our Hispanic and Latinx community
- TriHealth is increasingly being recognized and celebrated as a top industry performer and a benchmark and model for getting health care right by numerous organizations. Most importantly, we provide better care and better health outcomes for our patients—and a better workplace for all our physicians and team members!
- You will be offered a competitive total rewards package with pay for related performance, low health insurance premiums and market-competitive annual range adjustments that are consistently surveyed
- You can take advantage of nationally recognized technology, including electronic clinical documentation

“Diversity means having members of a decision-making body reflect the population the decisions will impact regardless of age, color, disability, gender expression or identity, religion, sex or sexual orientation.”

Dr. Regina R. Whitfield Kekessi, MD, MPH, FACOG, Women's Health Services



Welcome to the Department of Graduate Medical Education (GME) at TriHealth.

We are delighted that you are considering TriHealth for the next phase of your medical education. Here, you'll benefit from a long tradition of excellence in physician education.

The Fetal Care Center

Experts in maternal-fetal medicine, neonatology, fetal surgery and nursing at the Fetal Care Center share a passion for providing exceptional, comprehensive care. Our team specializes in treating complex and rare fetal conditions. Our extensive experience, coupled with our clinical and basic science research to improve fetal care, enables us to provide the most sophisticated, effective therapies available.

The Hatton Research Institute

The TriHealth Hatton Research Institute seeks to advance the detection and treatment of disease and enhance patient care, thereby supporting TriHealth's guiding mission: To improve the health status of the people we serve. As part of the residents' clinical and educational training, residents and fellows have a unique opportunity to receive exceptional support from TriHealth Hatton Research Institute to assist them with their scholarly endeavors.

Clinical Research Specialists provide expert consultation and assistance in all aspects of completing a successful scholarship project in which the residents or fellows will:

- Define a research hypothesis
- Develop and implement a research plan
- Collect and analyze data
- Interpret findings
- Disseminate findings in the form of presentation or publication

The Minimally Invasive Training Center

The Minimally Invasive Training Center (MITC) at Good Samaritan Hospital is your education and training partner. We provide you with essential, hands-on, expert instruction to continue your education.



"Diversity matters."

*Dr. Paul Waller, Family and
Community Medicine*

TriHealth Testimonials

Our current and former residents—some of whom are now TriHealth physicians—share why they believe diversity is crucial to great patient care and improved health outcomes and why they stayed with TriHealth.

Dr. Brent Robertson,

Vascular Surgery

“I chose TriHealth because the Vascular Surgery residency program was the best fit for me. As I was born and raised in the Cincinnati area, I was familiar with the TriHealth system and believed it would be a great place to train.

TriHealth does an excellent job supporting the education and training of its residents. We have a diverse group of residents and function like a close-knit family. As a bonus, Cincinnati has plenty of things to do and the cost of living is unbeatable.”

Dr. Sesha Nandyal,

Resident, Obstetrics and Gynecology

“We have the profound responsibility of caring for women who are victims of systemic racism. It is crucial to combat their warranted mistrust of the healthcare system, lest we solidify the stark disparities in infant and maternal mortality.

Increasing diversity among healthcare providers is a crucial component of achieving this goal, as our patients are more likely to trust racially concordant providers.”

Dr. Corona Samaris,

Resident, Obstetrics and Gynecology

“Diversity and inclusion within TriHealth and in medicine excites me because it leads to better patient connection and care.

Understanding the complexities in why patient care is discordant across races will be aided by having doctors who better represent the patients in our care. Trust in the medical system may be reinforced when patients feel their backgrounds are not just learned about in books but have been experienced by those who care for them.

When I see how grateful some of my patients are to be cared for by someone who speaks their language and has some similarity in their culture, I am even more grateful that diversity and inclusion are a goal for our system.”





Dr. Anna Zdroik,

Facility Member and Obstetrician, Graduate of GME and OB-GYN

“It was very empowering to train among physicians and residents of different gender, age, ethnicity, religious beliefs and culture. This was not only impactful on my own training, but more importantly, the care and support provided to our patients and their families.”



Dr. Shivani Parikh,

Resident, Obstetrics and Gynecology

“Diversity in our physician workforce is imperative to building strong patient-physician relationships, since the level of trust and care a patient may experience is related to the level of understanding a provider has on the cultural and social differences that may impact patient care.

With a diversified healthcare workforce, we can individualize and strengthen the quality of patient care.”



Dr. Jennifer Lykens-Schnacke,

Obstetrics and Gynecology

“One of the greatest privileges we have as physicians and surgeons is to see the beautiful commonalities of the human race. By studying and examining the body both inside and out, we see the same beautiful tissues and organs, so intricately put together regardless of language spoken or skin color.

While the world has focused on the external and a history that divides us, we have the privilege to look inside where we all look much more similar. Whether viewing abdominal structures with a minimally invasive surgery, managing similar concerns in the office with bleeding or pain or seeing joy in the faces of parents when you place their newborn baby on the mother’s chest after birth. This beauty is universal and it is such an honor to have this unique view of diversity through this vocation as an OB/GYN.”



Thomas E. Shockley, Jr. MD,

TriHealth Physician Practice Physician Medical Director, Musculoskeletal Service Line, Trihealth Orthopedic and Sports Institute

“An open mind is essential to embrace diversity. With that as a starting point, it is possible to dispel the fallacy of racial, ethnic and religious inferiority.”

A TriHealth Family

When we say that TriHealth is a family — we mean it! Meet the Buckleys, a family of physicians that all practice at TriHealth.

Dr. William Buckley, Obstetrics and Gynecology

"I was the first African American resident to be in Obstetrics and Gynecology. I chose the TriHealth residency program over 30 years ago because of its proud legacy of being a destination OB/GYN residency program for the Midwest region, emphasizing preparing graduates for rewarding careers in general obstetric and gynecologic practice or within specialized OB/GYN fields.

Our teaching staff of attending physicians has always worked closely with the residents to develop standards of clinical and academic excellence within a caring environment.

TriHealth is also committed to doing the work to eliminate racial and ethnic health disparities that have existed in American healthcare for far too long. This is one of the main reasons that both my wife and daughter decided to join the TriHealth family as an ambulatory Psychiatrist and Family Practice resident, respectively.

Celebration of cultural diversity across the spectrum of human experience is an important tenant for our leadership, and I am happy to be involved in adding cultural competence to the rich legacy of clinical and academic excellence!"

Dr. Rochelle Buckley, Adult Psychiatry

"Diversity is the key to a thriving system. It includes the recognition, acceptance and celebration of each individuals' unique qualities. It is realizing that the differences don't detract from the whole but are the ingredients that bring balance, beauty, strength and resilience to the system."

Dr. Taylor Buckley, Family and Community Medicine

Dr. Buckley has followed in her parents' footsteps. She joined TriHealth and has begun her second year of residency training in Family and Community Medicine.



Welcome to Cincinnati

With both an urban energy and southern charm, the Cincinnati region has a vibrant and unique culture that offers things to do at every price point, landmarks and a jam-packed schedule of events all around town. With rich cultural offerings, award-winning family adventures, an ever-expanding art scene, a foodie's paradise and breweries galore, this is one picturesque river region with much to offer!

Regional Attractions for Every Wish

- Thriving entertainment and restaurant districts with breweries and wineries, food and beverage tours and waterfront dining
- Kings Island Amusement Park, Cincinnati Zoo & Botanical Garden, Newport Aquarium and BB Riverboats
- MLB Cincinnati Reds baseball and the NFL's Cincinnati Bengals
- Extensive city and regional parks and recreation areas
- National Underground Railroad Freedom Center, Cincy-Cinco Latin Festival, the Black Family Reunion and the Nancy and David Wolf Holocaust and Humanity Center
- Cincinnati Symphony Orchestra, Cincinnati Opera, Cincinnati Ballet and Aronoff Center for the Arts and the Playhouse in the Park theater
- The Cincinnati Art Museum, Taft Museum of Art, the Contemporary Arts Center and the Cincinnati Museum Center at the historic Union Terminal
- Home to the Cincinnati Jazz Festival





Leading the Way in Graduate Medical Education at TriHealth

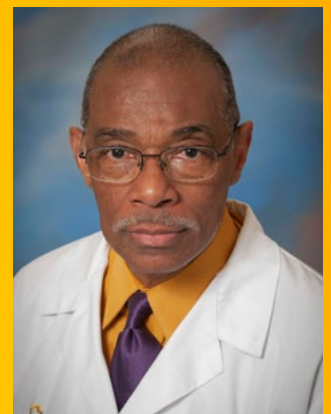
Dr. Steven Johnson,
Vice President of Academic Affairs/Designated Institutional Official,
Obstetrics and Gynecology

“Our deep sense of commitment to the communities we serve and the Graduate Medical Education training programs energize our mission of providing care to the underserved. We pledge to create an environment where diversity, equity and inclusion are key elements of our mission. Therefore, we welcome all people, regardless of background, in the hopes that we inspire new ways of thinking, behaving and caring.”

Dr. Roosevelt Walker III,
Associate Program Director, Obstetrics and Gynecology

“Diversity has now been embraced as a core value and a priority in medical education, and TriHealth is committed to that principle. The underrepresented minority population needs greater access to culturally connected physicians who understand their lives and challenges as well as their medical needs.

When given a choice, the underrepresented minority patient chooses someone who looks like them. Therefore, creating a diverse and culturally competent physician workforce will greatly enhance access to healthcare and the quality of care which can be provided to the underrepresented minority population.”



Learn More

We welcome you to connect with us and learn more about who TriHealth is and why we are building a diverse and inclusive medical education experience.

Residents visit FREIDA or APGO for more information.

Follow us on Instagram at



@trihealthsurgresidency
@trihealthobgynresidency
@trihealthvascularsurgery

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