



**DEDICATED TO DEI:**

**The University of Florida College  
of Medicine is infusing equity and  
“anti-racism” into its Doctor of  
Medicine program**

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**November 2022**



**Do No Harm**

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# I. INTRODUCTION

The University of Florida College of Medicine is a large and influential medical school that graduates 130 to 150 students a year.<sup>1</sup> Its Gainesville and Jacksonville campuses feed ten teaching hospitals<sup>2</sup> and UF Health physicians offer more than 160 primary and specialty care practices throughout the state.<sup>3</sup> At the main campus, students have 29 clinical academic departments to choose from and receive instruction from more than 1,700 faculty members.<sup>4</sup> The College of Medicine lands at #37 (tie) in the U.S. News and World Report's 2023 rankings for Best Medical School: Research and #48 (tie) for Best Medical Schools: Primary Care, with an acceptance rate of 4.3%.<sup>5</sup>

Yet the University of Florida College of Medicine, or UFCOM, is indoctrinating its medical school graduates in divisive philosophies and other forms of social justice activism. The conditioning begins from the moment a prospective student begins exploring UFCOM, continues through the admissions process, and persists throughout the doctoral program.

New students encounter the diversity, equity, and inclusion doctrine early and often in the many interactions they have with the numerous health equity offices and diversity councils across campus. The University of Florida invests abundant resources in these programs and retains administrators and faculty members who are paid to push these destructive ideas.

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1. University of Florida Institutional Planning and Research. *Integrated Postsecondary Education Data System (IPEDS)*, 2019-20, 2020-21, and 2021-22. <https://ir.ua.ufl.edu/reports/ipeds-uf-reports/>, accessed October 26, 2022.
  2. UF Health. *About us*. <https://ufhealth.org/about-us>, accessed October 26, 2022.
  3. UF Health Jacksonville. *UF Health Jacksonville: Patient care* (pg. 3). <https://ufhealthjax.org/about/documents/2021-uf-health-jacksonville-fact-sheet.pdf>, accessed October 26, 2022.
  4. University of Florida. *UF College of Medicine fact sheet*. <https://ufhealth.org/sites/default/files/media/fact-sheets/2021-uf-college-medicine-gainesville-fact-sheet.pdf>, accessed October 26, 2022.
  5. U.S. News and World Report. *University of Florida medical school overview*. <https://premium.usnews.com/best-graduate-schools/top-medical-schools/university-of-florida-04020>, accessed October 26 2022.

## II. THE IDEOLOGICAL ROAD TO ACTIVISM AT UFCOM

UFCOM subscribes to ideologies that endorse “equity” and “anti-racism,” and it implements critical race theory (CRT) into its official academic practices.

CRT activists tell academic institutions that they are systemically racist and must be fundamentally transformed. This, they say, will promote equity and ensure that all racial and gender groups realize the same health outcomes. The problem is that the concepts and principles of CRT are utterly discriminatory in their implementation, as they dictate that people be treated differently based on race and identity.<sup>6</sup>

The concept of “anti-racism” was created by activist and critical race theorist Ibram X. Kendi and is the topic of many of his publications. “The only remedy to past discrimination,” he claims in *How to Be an Antiracist*, “is present discrimination. The only remedy to present discrimination is future discrimination.”<sup>7</sup> Anti-racism in the field of medicine supports the idea that medical care and treatment should be prioritized on the basis of race, while deprioritizing care for others. Medical school officials who want their institutions to act on this belief must convince their students to be “anti-racist.”<sup>8</sup>

As evidenced by the training events and resources it endorses, UFCOM has thoroughly adopted the CRT ideology, the anti-racism mission, and the push toward health equity. The university employs numerous DEI-related ideas, criteria, and initiatives as part of its standard operating procedures. These efforts are aimed at shaping the opinions and actions of prospective and current students in its Doctor of Medicine program, faculty, and staff, as well as the public at large.

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6. Do No Harm. FAQs: What is critical race theory? <https://donoharmmedicine.org/faqs/>, accessed October 25, 2022.

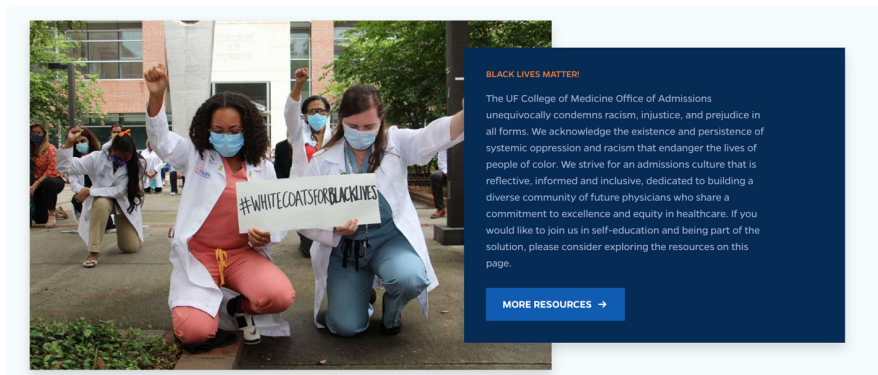
7. Rothman N. Searching for the ‘anti’ in ‘antiracism’ (December 21, 2020). American Society. . <https://www.wsj.com/articles/is-the-cure-for-racism-really-more-racism-11602535839>, accessed October 26, 2022.

8. Do No Harm. Top medical schools embrace critical race theory (March 26, 2022). <https://donoharmmedicine.org/2022/03/26/top-medical-schools-embrace-critical-race-theory/>, accessed August 4, 2022.

### III. TARGETING PROSPECTIVE UFCOM MEDICAL STUDENTS

The Medical Admissions office at UFCOM makes its first impression on visitors to its website by displaying a photograph of medical students on its main admissions landing page. This is not the stock image of people simulating a conversation about a patient’s diagnosis. Instead, the students’ fists are high in the air, and they hold a sign that reads #WhiteCoatsForBlackLives. The accompanying caption states:

*BLACK LIVES MATTER! The UF College of Medicine Office of Admissions unequivocally condemns racism, injustice, and prejudice in all forms. We acknowledge the existence and persistence of systemic oppression and racism that endanger the lives of people of color. We strive for an admissions culture that is reflective, informed and inclusive, dedicated to building a diverse community of future physicians who share a commitment to excellence and equity in healthcare.*<sup>9</sup>



The admissions page also has a link to a university article, *Resources for Combating Systemic Racism*. “For those who want to learn more about systemic racism,” the article says, “self-education is key.”<sup>10</sup> An earlier version of this page went on to say, “Please do not further burden your Black friends and colleagues by asking them to expend the energy necessary to educate you. Rather,” it continues, “do the work and use existing resources to learn more on your own.” The page was later stealth-edited to remove this comment, but the date of the article was not updated.<sup>11</sup>

9. UF College of Medicine. Medical Admissions. <https://admissions.med.ufl.edu/>, accessed October 26, 2022.  
10. UF College of Medicine Medical Admissions. Resources for combating systemic racism. <https://admissions.med.ufl.edu/2020/06/08/resources-for-combating-systemic-racism/>, accessed October 26, 2022.  
11. Do No Harm. More wokeness at the University of Florida. <https://donoharmmedicine.org/2022/10/13/more-wokeness-at-the-university-of-florida/>, accessed October 26, 2022.

In support of its recommendation for students to “do the work,” UFCOM lists self-study materials such as “Antiracism Resources for White People,”<sup>12</sup> “An Antiracist Reading List,”<sup>13</sup> and “Guidelines for Being a Strong White Ally,” which advises the reader, “Assume racism is everywhere, every day.”<sup>14</sup>

To reinforce these concepts, the UFCOM medical admissions department provides students with an outside link to a webpage titled *Anti-Racism Training and Resources*, which claims to be the “hub for all things Anti-Racism.”<sup>15</sup> The Office of Admissions also suggests other resources, such as:

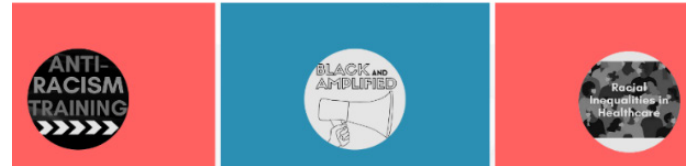
- *White Fragility: Why It’s So Hard for White People to Talk About Racism* by Robin DiAngelo Ph.D.<sup>16</sup>
- *Me and White Supremacy* by Layla F. Saad<sup>17</sup>
- *How to Be an Ally if You Are a Person with Privilege* by Frances Kendall Ph.D.<sup>18</sup>

UFCOM’s Diversity Statement clearly conveys the institution’s commitment to considering race and ethnicity in admissions to the program. It states UFCOM will “actively enhance the recruitment and retention of underrepresented groups to its student body, residency training programs, faculty and staff positions.” In addition to increasing diversity and inclusion, all opportunities available must be leveraged to maximize recruitment of students who are underrepresented in medicine as a means to achieve health equity.<sup>19</sup>

Finally, would-be students in the MD program can locate additional resources, such as *Applying to Medical School at the College of Medicine*. That list of resources refers students to several organizations, including the UFCOM Office for Diversity and Health Equity (ODHE), as well as the admissions and financial aid offices.<sup>20</sup> Associate Dean

## Are You Ready To Learn About Racism?

Check out our training opportunities



12. Flicker S, Klein A. Antiracism resources for white people (May 2020). [https://docs.google.com/document/u/1/d/1BRIF2\\_zh-Ne86SGgHa6-VlBO-OgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR18wt2bAJ8jQe4p\\_u6Swoi99fLuweP5JgaxIq5VR-rHz6YrqepuLPShhgck](https://docs.google.com/document/u/1/d/1BRIF2_zh-Ne86SGgHa6-VlBO-OgirITwCTugSfKie5Fs/mobilebasic?fbclid=IwAR18wt2bAJ8jQe4p_u6Swoi99fLuweP5JgaxIq5VR-rHz6YrqepuLPShhgck), accessed October 26, 2022.
13. Kendi IX, Ibram X. Kendi’s anti-racist reading list (May 29, 2019). New York Times. <https://diversity.ucsd.edu/anti-racism-resources/Ibram-X-Kendi-Antiracist-Reading-List.pdf>, accessed October 26, 2022.
14. Kivel P. Guidelines for being strong white allies. Adopted from *Uprooting racism: How white people can work for social justice*. <https://drive.google.com/file/d/IVHw4nGfDogf7-SaftsCzxsQ19ITB4uz/view>, accessed October 26, 2022.
15. Diversity and Resiliency Institute of El Paso. *Anti-racism training and resources*. <https://www.driep.org/anti-racism-training>, accessed October 26, 2022.
16. Robin DiAngelo LLC. *Critical racial & social justice education*. <https://www.robindiangelo.com/publications/>, accessed October 26, 2022.
17. Saad L. *Me and white supremacy*. <http://laylafsaad.com/meandwhitesupremacy>, accessed October 26, 2022.
18. Kendall FE. *How to be an ally if you are a person with privilege*. <http://www.scn.org/friends/ally.html>, accessed October 26, 2022.
19. UF College of Medicine. *Statement on diversity*. [https://com-main-a2.sites.medinfo.ufl.edu/files/2013/02/Statement\\_on\\_Diversity.pdf](https://com-main-a2.sites.medinfo.ufl.edu/files/2013/02/Statement_on_Diversity.pdf), accessed October 26, 2022.
20. UF College of Medicine. *Medical education (M.D.): Future medical students*. <https://med.ufl.edu/education/medical-md/future-medical-students/>, accessed August 4, 2022.

Donna M. Parker, MD, who heads the Office for Diversity & Health Equity, advocates a DEI approach:<sup>21</sup>

*What we know is that, especially for Black, Latinx and Native American populations, even when you control for things like income, insurance and education, there are still disparities in patient outcomes. Research shows implicit biases among physicians account for some of these disparities. Everyone has biases, even me. Since last year, in light of the racial and social unrest surrounding the inequitable treatment of African Americans, more people have had their minds and eyes open and are now willing to listen. We as physicians need to overcome our biases by making ourselves aware of them. We take an oath to provide the best care for patients. That needs to be for all patients.*<sup>22</sup>

The ODHE's self-described purpose is "to recruit and serve underrepresented students in medicine."<sup>23</sup> To encourage certain prospective students to choose UFCOM, the ODHE organizes an "Accepted students' weekend" which "invites all the underrepresented students to look again at UF College of Medicine before making their final decision to commit to a medical school." Accepted students' weekend is a series of events at the end of UFCOM's Diversity Week.<sup>24</sup>

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21. UF College of Medicine. Office for Diversity & Health Equity. <https://odhe.med.ufl.edu/>, accessed October 26, 2022.

22. Francischine T. A seat at the table: Celebration of Diversity Week promoted diversity, equity and inclusion in medicine with virtual panels, talks. Doctor Gator, April 12, 2021. <https://news.drgator.ufl.edu/2021/04/12/celebration-of-diversity-week-2021-a-seat-at-the-table/>, accessed October 26, 2022.

23. UF College of Medicine. About the University of Florida's Office for Diversity & Health Equity: Who we are and what we do. <https://odhe.med.ufl.edu/home/>, accessed October 26, 2022.

24. UF College of Medicine Office for Diversity & Health Equity. Celebration of diversity week. <https://odhe.med.ufl.edu/events-2/diversityweek/>, accessed October 26, 2022.

# IV. COMMUNICATING HEALTH EQUITY CONCEPTS TO CURRENT UFCOM STUDENTS

The UFCOM Office of Educational Affairs, headed by Senior Associate Dean Joseph C. Fantone, MD, oversees all medical education activities at the college.<sup>25</sup> Information available from this office<sup>26</sup> includes specific details about the MD program, including the curriculum.

“Our educational programs,” it says in a mission statement, “will promote health equity in our society.”<sup>27</sup> The office says something similar when it states its principles: “The curriculum is responsive to emerging and dynamic needs of society including local and global health disparities, and inequity.”<sup>28</sup> First-year students must take instruction in the principles of health equity, distributive justice, and ethics in healthcare law and policy. Other courses discuss “the social determinants of health which influence health inequities among population groups.”<sup>29</sup>

One part of the medical school curriculum is called Health System Science, which is made up of four domains that refer to the “critical competencies” for delivering quality healthcare. All students must take part in the training, and it is integrated into all phases of the UFCOM experience to “operationalize the education necessary” to meet the elements of the Institute for Healthcare Improvement (IHI) *Triple Aim*.<sup>30</sup> This initiative has a goal of improving patient care and population health at lower costs.<sup>31</sup> However, OFUCOM’s Health Systems Science curriculum aligns with IHI’s recent discussions of adding “advancing health equity” as an additional component of the Triple Aim,<sup>32</sup> as the learning objectives reflect current DEI orthodoxy about health equity. Examples of topics within each domain include “Teach and practice medicine with cultural humility;” “Describe how social determinants of health influence patient health and health disparities;” and “Examine bias in healthcare delivery and research.”<sup>33</sup>

25. UF College of Medicine. *Education overview*. <https://med.ufl.edu/education/>, accessed October 26, 2022.

26. UF College of Medicine. *Office of Educational Affairs*. <https://education.med.ufl.edu/>, accessed October 26, 2022.

27. UF College of Medicine Office of Educational Affairs. *Mission statement*. <https://education.med.ufl.edu/medical-students/curriculum/>, accessed October 26, 2022.

28. UF College of Medicine Office of Educational Affairs. *Principles of the UFCOM medical education program*. <https://education.med.ufl.edu/medical-students/curriculum/principles-of-the-ucom-medical-education-program/>, accessed October 26, 2022.

29. UF College of Medicine Office of Educational Affairs. *Course descriptions for 1<sup>st</sup> year*. <https://education.med.ufl.edu/medical-students/curriculum/required-courses-and-clerkships/year-1-phase-1/course-descriptions-for-1st-year/>, accessed October 26, 2022.

30. UF College of Medicine Office of Educational Affairs. *Health systems science*. <https://education.med.ufl.edu/medical-students/curriculum/required-courses-and-clerkships/health-systems-science/>, accessed November 2, 2022.

31. Institute for Healthcare Improvement. *The IHI triple aim*. <https://www.ihl.org/Engage/Initiatives/TripleAim/Pages/default.aspx>, accessed October 26, 2022.

32. Institute for Healthcare Improvement. *On the quintuple aim: Why expand beyond the triple aim?* <https://www.ihl.org/communities/blogs/on-the-quintuple-aim-why-expand-beyond-the-triple-aim>, accessed October 26, 2022.

33. UF College of Medicine Office of Educational Affairs. *Health Systems Science domains*. <https://education.med.ufl.edu/medical-students/curriculum/required-courses-and-clerkships/health-systems-science/hss-domains/>, accessed October 26, 2022.



# V. ENDORSING ANTI-RACISM AND DEI IN THE CODE OF ETHICS

As part of its policies and procedures documents, UFCOM has its own Code of Ethics that medical students are expected to pledge to. The first of the 16 statements in the code that students pledge to observe is to “do no harm to our patients.” On the other hand, three consecutive statements advise students to acknowledge and uphold the anti-racist and DEI agenda:

- *Foster a just and inclusive community by speaking out against social injustice, racism, prejudice, and inequity.*
- *Strive to eliminate social barriers to health, health disparities, and inequality within our profession.*
- *Acknowledge and minimize our implicit and explicit biases as we relate to others.*<sup>34</sup>

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34. UF College of Medicine Office of Student Affairs. *Code of ethics*. <https://osa.med.ufl.edu/policies-procedures/code-of-ethics/>, accessed October 26, 2022.

# VI. ANTI-RACISM IN THE HSC LIBRARY

The George A. Smathers Libraries are a collection of repositories for many disciplines at the University of Florida. The Smathers library for the UF Health Science Center (HSC) is accessed by students and researchers in the HSC colleges (e.g., medicine, nursing, dentistry, and pharmacy) on the Gainesville campus.<sup>35</sup> The HSC library has a DEI section and maintains its own collection of anti-racism resources, statements on systemic racism and injustice, training, activities, DEI e-books, and articles.<sup>36</sup> In March 2022, Library West (one of the Smathers libraries) named its largest shared study space “The Karl Marx Study Room,” after having removed the name of Benjamin Franklin from another space. UF quickly renamed the Marx room “Group Study Room 229,” following adverse publicity.<sup>37</sup> The DEI-related activities of the Smathers libraries are carried out by its eleven-member Diversity, Equity, and Inclusion Team.<sup>38</sup>

**UF** | George A. Smathers Libraries  
UNIVERSITY of FLORIDA

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## Diversity, Equity, and Inclusion at HSCL: Home

<a href="#">Home</a>	<a href="#">Anti-Racism Resources</a>	<a href="#">Statement on Systemic Racism and Injustice</a>	<a href="#">HSC Diversity Information</a>
<a href="#">UF HSC Calendar of Events</a>	<a href="#">Training and Activities</a>	<a href="#">DEI and Health Ebooks</a>	<a href="#">HSCL DEI Team Activities</a>
<a href="#">HSC Map (All Gender Bathrooms &amp; Nursing Pod)</a>	<a href="#">Skin of Color Resources</a>		

35. UF Health Science Center Libraries. *Facts and figures*. <https://library.health.ufl.edu/about-us/about-the-hsc-libraries/facts-and-figures/>, accessed October 26, 2022.

36. University of Florida George A. Smathers Libraries. *Diversity, equity, and inclusion at HSCL: Home*. <https://guides.uflib.ufl.edu/HSCLDiversity/Home>, accessed October 26, 2022.

37. LaChance M. *University of Florida removes name of Karl Marx from group study room*. *Legal Insurrection* (March 17, 2022). <https://legalinsurrection.com/2022/03/university-of-florida-removes-name-of-karl-marx-from-group-study-room/>, accessed October 26, 2022.

38. University of Florida George A. Smathers Libraries. *Diversity, Equity, and Inclusion at HSCL: Home*. <https://guides.uflib.ufl.edu/HSCLDiversity/Home>, accessed October 26, 2022.

## VII. DEI AND ANTI-RACISM RESOURCES BEYOND THE COLLEGE OF MEDICINE

Beyond the College of Medicine, DEI and similar themes appear throughout the University of Florida. The UF Anti-Racism office<sup>39</sup> endorses “Academics 4 Black Lives,” which links to *Academics for Black Survival and Wellness*, promoting “Healing for Black folx, Accountability for Non-Black folx.”<sup>40</sup> During the 2020-2021 academic year, the Office of Undergraduate Affairs brought in speakers and sponsored events focused on “the Black experience, racism and inequity” in all UF colleges, including an event featuring Black Lives Matter co-founders Patrisse Cullors, Alicia Garza, and Opal Tometi. Throughout the same timeframe, the UF Office of Research managed a \$400,000 fund for “Advancing Racial Justice,” and the UF Faculty Senate organized townhall meetings to discuss “Inclusivity, Diversity, Equity, and Accessibility (IDEA) Action Items.”<sup>41</sup>



The UF Center for Inclusion & Multicultural Engagement offers several virtual and live courses to further disseminate the DEI narrative. Once students have completed the “Foundational Diversity Workshop,” they are encouraged to take other offerings from the Center, such as “Inclusive Gators Use Pronouns;” “Allyship and Action;” and “Antiracism Education.”<sup>42</sup> For those who prefer a virtual experience, the Center is developing virtual REAL (Respect, Equity, and Allyship for Leaders) workshops<sup>43</sup> using resources such as *Your Unconscious Bias Trainings Keep Failing Because You’re Not Addressing Systemic Bias;*<sup>44</sup> *Eight Actions to Reduce Racism in College Classrooms;*<sup>45</sup> and *The Urgency of Intersectionality* by Kimberle’ Crenshaw.<sup>46</sup>

39. University of Florida. *Anti-racism: UF resources*. <https://antiracism.ufl.edu/learn/uf-resources/>, accessed October 26, 2022.

40. Academics for Black Survival and Wellness. <https://www.academics4blacklives.com/>, accessed October 26, 2022.

41. University of Florida. *Anti-racism: Education*. <https://antiracism.ufl.edu/central-initiatives/education/>, accessed October 26, 2022.

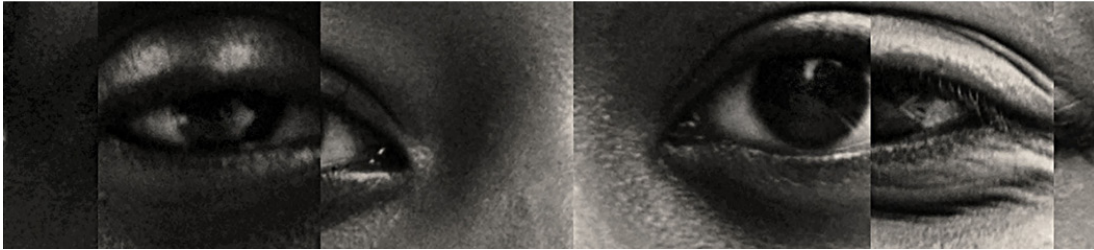
42. UF Center for Inclusion and Multicultural Engagement. *Diversity, equity, and inclusion training*. <https://multicultural.ufl.edu/programs/real-workshop-series/>, accessed November 2, 2022.

43. UF Center for Inclusion and Multicultural Engagement. *Online REAL workshops*. <https://multicultural.ufl.edu/virtual-services/online-real-workshops/>, accessed November 2, 2022.

44. Asare JG. *Your unconscious bias trainings keep failing because you’re not addressing systemic bias* (December 29, 2019). *Forbes*. <https://www.forbes.com/sites/janicegassam/2020/12/29/your-unconscious-bias-trainings-keep-failing-because-youre-not-addressing-systemic-bias/?sh=10677dc21e9d>, accessed November 2, 2022.

45. Harper SR, Davis CHF. *Eight actions to reduce racism in college classrooms* (Nov/Dec 2016). *American Association of University Professors*. <https://www.aaup.org/article/eight-actions-reduce-racism-college-classrooms#.WoYWSajwa70%20Decolonize%20your%20Syllabus:%20https://liberatedgenius.com/2018/decolonize-your-syllabus/>, accessed November 2, 2022.

46. Crenshaw K. *The urgency of intersectionality*. [https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality), accessed November 2, 2022.



The UF Anti-Racism office also disseminates the institution’s philosophies, initiatives, and information about activities “at all levels across the university to understand our past, address racism, and promote equity.” It encourages visitors to monitor UF’s progress on its anti-racism efforts and take part in them.<sup>47</sup>

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47. University of Florida. Anti-racism. <https://antiracism.ufl.edu/>, accessed October 27, 2022.

## VIII. DIRECTING UFCOM FACULTY AND STAFF TOWARD DEI PRINCIPLES

As the UFCOM Diversity Statement states, recruitment efforts of faculty and staff are made while taking race and ethnicity into consideration. This is evident in various practices and training activities at the College of Medicine.

In its drive to achieve health equity and cultural transformation, UFCOM says it is “committed to the integration of diversity and inclusion initiatives in the overall college and health center strategic plan.” The document clearly affirms that it expects key leaders to agree to this. “Senior leadership must publically [sic] embrace, through broad, repetitive and effective communication, a definitive and unequivocal position that diversity, inclusion, and health equity is synonymous with excellence.”<sup>48</sup>



Led by the Institutional Planning & Research Office (IPRO) and the chief diversity officer, leaders across the University of Florida system are expected to “intensify our efforts in recruiting, supporting and retaining our students, faculty and employees of color, particularly Black students, faculty and staff.”<sup>49</sup> The UF Human Resources department provides training for employees to learn these principles while earning an “Inclusive Hiring Badge.” Participants must complete a total of 14 inclusion, diversity, equity, and access (“IDEA”)

activities, webinars, and in-person training events. Inclusive Hiring Advisors are expected to ensure equity and mitigate unconscious bias in the recruiting, selection, and hiring process, then assist the dean assessing the strategies used to determine its success.<sup>50</sup>

An outside source the UF system uses for anti-racism training is the Racial Equity Institute (REI). REI’s primary mission is to transform organizations into “racially equitable” systems. Its 3-hour *Groundwater Presentation* introduces organizations that are considering the purchase of the two-day Phase 1 training to REI’s foundational anti-racism principles.<sup>51</sup>

48. UF College of Medicine. *Statement on diversity*. [https://com-main-a2.sites.medinfo.ufl.edu/files/2013/02/Statement\\_on\\_Diversity.pdf](https://com-main-a2.sites.medinfo.ufl.edu/files/2013/02/Statement_on_Diversity.pdf), accessed October 27, 2022.

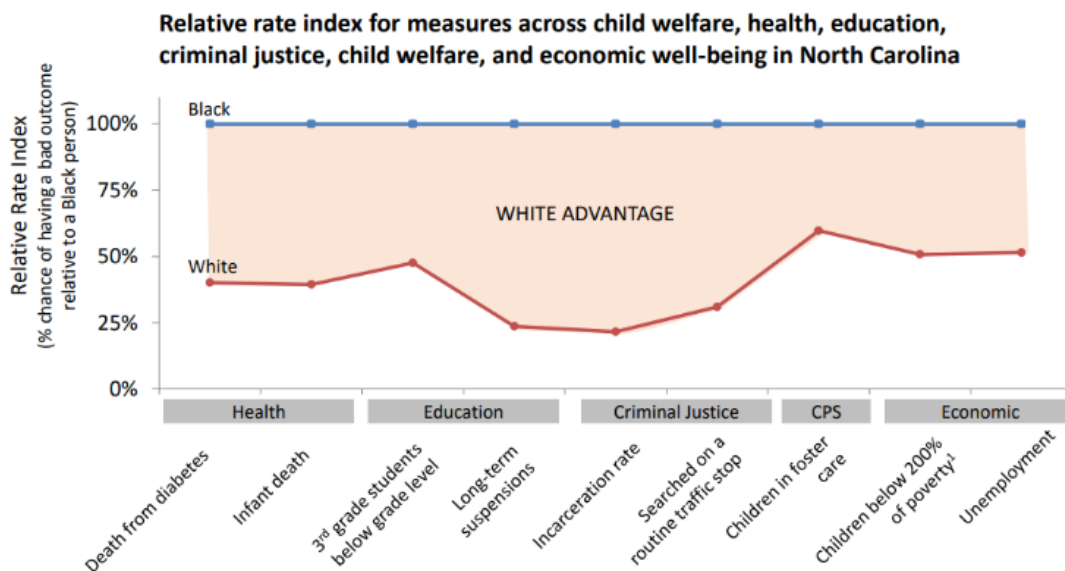
49. University of Florida. *Anti-racism: Representation*. <https://antiracism.ufl.edu/central-initiatives/representation/>, accessed October 27, 2022.

50. University of Florida Human Resources. *Inclusive hiring badge*. <https://learn-and-grow.hr.ufl.edu/courses-registration/inclusive-hiring-badge/>, accessed October 27, 2022.

51. Racial Equity Institute, LLC. *The Racial Equity Institute*. <https://racialequityinstitute.org/>, accessed October 27, 2022.

The *Groundwater Approach* uses metaphor to connect structural racism to racial inequity in healthcare, and claims that “whites fare best in every system across the country.”<sup>52</sup> REI claims that “white advantage” results in only a 25-60% chance of having a bad outcome, while blacks have a 100% relative chance of experiencing a bad outcome.<sup>53</sup>

UF’s current efforts to perpetuate the DEI ideology amongst its staff members include creating, conferring, and publicizing tributes to its College of Medicine executives. Madeline M. Joseph, MD, associate dean for inclusion and equity at UFCOM-Jacksonville, received the inaugural *University of Florida DEI Leadership Award* in May 2022. The DEI awards are given to recognize UF employees, alumni, and students “who are championing diversity, equity, inclusion-related issues and social justice efforts in their communities, industries and on campus.” Dr. Joseph has been recognized for promoting health equity at the state and national level.<sup>54</sup>



52. Love B, Greene DH. *The groundwater approach: Building a practical understanding of structural racism*. *Racial Equity Institute* (2018).

53. Love B, Greene DH. *Measuring racial equity: A groundwater approach*. *Racial Equity Institute* (April 19-20, 2016).

54. UF College of Medicine-Jacksonville. Dr. Madeline Joseph receives inaugural University of Florida DEI leadership award (May 23, 2022). <https://med.jax.ufl.edu/news/story/?id=2883>, accessed October 27, 2022.

# IX. MAINTAINING THE DEI AND ANTI-RACISM CAMPAIGN

The UF *Florida Equity Report* for 2021, approved by the university president and the UF Board of Trustees, is a collaboration between the UF Human Resources department, the Institutional Planning and Research office, and the Chief Diversity Officer. This document describes how “UF continues to make progress with inclusion, diversity, equity, access, and anti-racism,” and provides information on “best practices for diversity, equity, and inclusion in every department” regarding faculty tenure committees. Three programs listed in the report spent \$2.14 million for DEI and racial justice projects, including an initiative to increase diversity among faculty members by hiring their spouses or partners. The final paragraph of the 2021 *Florida Equity Report* states, “Top administrators have diversity and equity accomplishments evaluated in their annual evaluations,”<sup>55</sup> which means *their pay is based, in part, on how well they advance DEI goals.*

**Appendix A** lists the DEI and racial justice programs in the budget plan for the 2020-2021 academic year that are coordinated by the UF Human Resources department, the office of Institutional Planning and Research, and the Office of the Chief Diversity Officer. All of these have an impact on the UFCOM’s operations.



55. University of Florida. *Florida equity report: Enrollment, gender equity in athletics, and employment* (report year 2021). <https://data-apps.ir.ua.ufl.edu/public/diversity/UF%20Equity%20Report%202021.pdf>, accessed October 27, 2022.

## X. CONCLUSION

The University of Florida College of Medicine focuses on instilling philosophies that advocate for promoting anti-racism, health equity, and the incorrect belief that the healthcare industry is systemically racist and is plagued by implicit bias. The university is heavily invested in these programs and associated training initiatives to hire and retain staff members, administrators, and faculty members who are incentivized to uphold them. UF is even willing to spend budget dollars on learning materials that assert dubious “data” in the name of racial equity. These efforts are projected onto everyone attending or employed by the organization. Concentrating on identity and racial politics instead of academics and the science of healthcare a major problem. UFCOM needs to return to instilling the art of healing into its graduates, rather than seeking to reshape society and “transform” the healthcare industry with discriminatory activism.



# XI. APPENDIX A: DEI-RELATED PROGRAMS AND ALLOCATIONS AT THE UNIVERSITY OF FLORIDA FOR THE 2020-2021 ACADEMIC YEAR<sup>51</sup>

Program	Goals/Strategies	2020-2021 Allocation
<b>Chief Diversity Office</b>	Expand the office of <i>Inclusion, Diversity, Equity and Access (IDEA)</i>	\$740,000
<b>Target of Opportunity</b>	Increase faculty diversity by hiring spouses/partners of current faculty members	\$1,000,000
<b>Racial Justice Research Fund</b>	Support for research “that will inform understanding of the Black experience, racial justice, diversity, equity and inclusion on campus and beyond”	\$400,000
<b>TOTAL</b>		<b>\$2,140,000</b>



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