

# UPMC Graduate Medical Education Rainbow Recruitment & Welcome July 14th, 2021



**UPMC** LIFE  
CHANGING  
MEDICINE



# Welcome!

- We are **grateful for your attendance** this evening
- We want to foster an environment of **support, inclusion, and sensitivity**
  - Use name/video functions only as you are comfortable
  - If able, please rename yourself to indicate your pronouns (e.g. “they/them”)
  - Type questions into chat
- Feel free to **contact us after this session** with follow-up questions, if needed.

# About this Event

- Started in 2020 through Department of Pediatrics
- Expanded in 2021 to include all GME programs
- Designed to provide insight on:
  - Navigating the residency application process
  - LGBTQ+ supports at Pitt and UPMC
  - Opportunities to provide clinical care for LGBTQ+ community
  - Queer life in Pittsburgh

# Itinerary

- Introductions and Welcome
- Pitt Queer Professionals (Mike Campbell)
- UPMC LGBTQ+ Highlights (Dr. Ken Ho)
- Queer Life in Pittsburgh (Nick Szoko)
- Panel / Q&A (UPMC Faculty and Residents)
- Wrap-up

# Pitt Queer Professionals

The LGBTQIA+ Affinity Group at the University of Pittsburgh promoting the professional and social development of LGBTQIA+ staff and faculty and advocate for the needs of our community.

Mike Campbell

PQP Chair

[PQP@pitt.edu](mailto:PQP@pitt.edu)

[mpc47@pitt.edu](mailto:mpc47@pitt.edu)

# **LGBTQ+ at UPMC**

Dr. Ken Ho, MD, MPH  
Assistant Professor of Medicine  
University of Pittsburgh SOM  
Division of Infectious Disease





**COVID-19 Vaccine Information and Updates**

[Read the Latest](#)

UPMC > Our Services > UPMC Center for Care of Infectious Diseases > Our Services > PACT

- ▼ **UPMC Center for Care of Infectious Diseases**
  - Conditions We Treat
  - ▼ **Our Services**
    - General Infectious Disease Clinic
    - **PACT**
    - HIV Pre-exposure Prophylaxis (PrEP) Clinic
    - Outpatient Parenteral Antibiotic Therapy (OPAT)
    - Transplant Infectious Diseases Program
    - Travel Health
  - Our Experts
  - Research and Training
  - Your Visit
  - Telemedicine
  - Contact Us

## PACT

### HIV Primary and Specialty Care

PACT — part of the [UPMC Center for Care of Infectious Diseases](#) — and a Ryan White Center for Excellence — is comprised of a dedicated team of doctors, nurses, and other health care professionals with expertise in HIV. The center provides complete care to more than 1,700 persons 18+ years of age living with HIV.

### Our Services

PACT provides comprehensive HIV primary and specialty care, HIV treatment and social support services for persons with HIV, including:

- Pre-exposure Prophylaxis (PrEP)
- Post-exposure Prophylaxis (nPeP)
- Medical case management
- Nutrition consults
- Clinical trials for HIV infection
- Pharmacy services
- Anal health care
- Hormonal therapy
- Hepatitis C co-infection care
- Gynecologic care
- Mental health care
- Pain management
- Support groups
- Free and confidential partner testing
- Treatment for alcohol/opioid abuse
- Telehealth for patients in outlying regions

### Contact Us

**UPMC Center for Care of Infectious Diseases**  
Falk Medical Building  
Seventh Floor  
[3601 Fifth Ave.](#)  
[Pittsburgh, PA 15213](#)  
**Phone:** 412-647-7228

**PACT**  
**Phone:** 412-647-7228



*Deborah McMahon, MD  
Medical Director*



# UPMC PrEP Clinic

- Established in 2013
- Clinical services
- In house phlebotomy
- STI testing (triple site GC/CT)
- Social Work
- Development of educational resources for community providers
- <http://www.aidsfreepittsburgh.org/perch/resources/prep-toolkitupdated-01-19-17.pdf>



*Ken Ho, MD  
Medical Director  
PrEP Clinic*



[ABOUT](#) [HIV TESTING](#) [PrEP](#) [LIVING WITH HIV](#) [HEALTH INSURANCE](#) [COMMUNITY RESOURCES](#) [GET INVOLVED](#)



# General Internal Medicine – Primary Care



Eloho Ufomata, MD  
Director, Center for Transgender Health



Sarah Tilstra, MD  
Director, Womens Health Track

# Center for Youth and Adolescent Health



Gerald Montano, DO  
Medical Director, Gender & Sexuality Development  
Program, UPMC Children's Hospital of Pittsburgh



Joanne Goodall, CRNP  
CAYAH  
Specializes in care of transgender clients

# I am an Ally.

Allies for Health + Wellbeing offers support, PrEP, PEP, Hepatitis C, & and other medical care to the Pittsburgh community who's at risk of HIV, viral hepatitis & STIs.

Make an Appointment



TESTING & EDUCATION



PrEP & PEP



HIV SUPPORT SERVICES



MEDICAL & BEHAVIORAL HEALTH SERVICES



HEPATITIS C TREATMENT

How You Can Help

## Make a Difference



Be An Ally

Help us achieve our vision for a



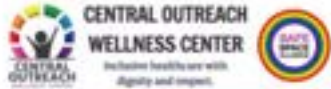
Our Events

Our events and sponsorships are what



We talk





[MAKE AN APPOINTMENT](#)

[CONTACT US](#)

## Welcome to Central Outreach Wellness Center

Inclusive healthcare with dignity and respect.

Our Wellness Centers welcome all people. We understand the health concerns of people of color. Our physician staff specialize in HIV and Hep C care. Our staff embrace the journey of Transgender health, and we understand LGBTQIA issues while being inclusive and supportive. We support Harm Reduction as well as recovery.

**HELP**

WITH NO JUDGEMENT

**HEAL**

YOUR BODY & SOUL

**ALL**

ARE WELCOME



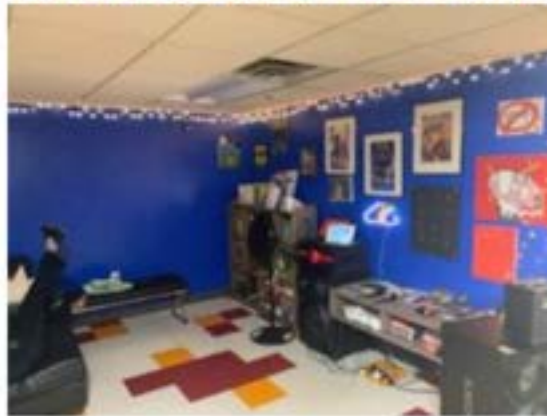
[HEALTH SERVICES](#)

[ACTION](#)

[RESOURCES](#)

# Project Silk

Project Silk provides a safe, healthy, supportive community environment for LGBTQIA+ youth and young adults of color to grow, celebrate, and express themselves. With service providers and community partners, we advocate for our youth to determine the meaning and direction for their own lives.



AETC  
MidAtlantic

MidAtlantic AIDS Education and Training Center

# A holistic approach to supportive services is key in HIV prevention and care...

## Silky Thursday



**Q:** How has preparing for the PrEP category or judging this category helped you learn about PrEP?

**A:** This category has really made me more aware of what PrEP is and why it's important for not only the African American Gay Community but the LGBTQIA+ community as a whole. I found it empowering to see how many organizations and people put their time and efforts into finding the best, most affordable, and most effective ways to help my people. I couldn't be more grateful knowing I have all the support I could ever need to get the help and assistance that I need.

**Q:** Has attending Silky Thursday lead you to do further research about PrEP and sexual health?

**A:** Attending Silky Thursday has lead me to doing further research of my own. Such as aoptions I can choose if I were to become HIV positive. Or resources I can tell my friends about if they needed to know anything. Or if anyone questions me why I take PrEP or if they have options for the same kind of help, I can point them in the right direction.

**Silky Thursday: House-Ball KiKi functions hosted regularly by Project Silk. Once held in the space, we have successfully moved to a virtual platform.**



**AETC**  
MidAtlantic

MidAtlantic AIDS Education and Training Center





*It Takes a Village*

# **LGBTQ+ at UPMC**

Dr. Ken Ho, MD, MPH  
Assistant Professor of Medicine  
University of Pittsburgh SOM  
Division of Infectious Disease



# LGBTQ+ at UPMC

- **PrideHealth @ UPMC**

## **MISSION**

The mission of PRIDE Health is to serve faculty, staff, students, residents, fellows, and providers in the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQI) community and its allies throughout the University of Pittsburgh Schools of Health Sciences and the University of Pittsburgh Medical Center (UPMC) to create a safe, visible, and vibrant environment for education, research, mentoring, support, and advocacy.

## **The PRIDE List**

The [PRIDE LIST](#) provides a database of LGBTQI and our Allies in the PITT and UPMC community. This resource is meant to connect current and incoming members of our community by a wide range of academic, clinical and other interests. Check the PRIDE list and connect with members by email or phone! If you are interested in being on the PRIDE list, [e-mail](#) us today!

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# LGBTQ+ at UPMC

- **LGBTQ+ Training**
  - [Internal Medicine](#)
  - Pediatrics
  - Psychiatry
  - uLearn (system-wide)
- **UPMC Health Plan**
  - LGBTQ-Affirming Provider Training and Directory
  - Concierge service for transgender members
- **GME benefits for Transgender Members**



## Transgender Member Services

UPMC Health Plan provides extra support to our members in the transgender community. We help them fully understand their benefits and access care that best meets their needs—and from providers who will treat them with dignity and respect so these members can live their healthiest lives. Specially trained individuals on UPMC Health Plan's dedicated Member Services team for transgender members ensure that members feel safe and comfortable asking questions about transgender coverage and related issues. The team also provides referrals to community resources. We encourage those interested in learning more about transgender coverage to call 1-844-202-0126 (TTY: 711).

Individuals on UPMC Health Plan's dedicated Member Services team for transgender members ensure that members feel safe and comfortable asking questions about transgender coverage and related issues. The team also provides referrals to community resources. We encourage those interested in learning more about transgender coverage to call 1-844-202-0126 (TTY: 711).

	30-day supply	90-day supply
Generic	\$20	\$40
Preferred Brand	\$60	\$20

Prescription

# LGBTQ+ at UPMC

- Gender and Sexual Development Clinic (CHP)
- LGBTQ+ Young Adult Intensive Outpatient Program (WPH)
- Center for Gender Affirming Care (GIM)
- Comprehensive [LGBTQ Care Resources](#) on InfoNet

For more information, please visit <http://www.upmc.com/lgbtq>



# Centering Intersectionality





# Inclusion & Intersectionality



**WHITE  
COATS  
AGAINST  
RACISM  
KNEEL**

1:15 PM | TUESDAY, MAY 25, 2021  
PARTICIPATING UPMC HOSPITALS:

UPMC Altoona	UPMC Mercy
UPMC Children's	UPMC Pinnacle
UPMC East	UPMC Presbyterian
UPMC Magee	UPMC St. Margaret
UPMC McKeesport	UPMC Shadyside

POSTER MAKING SESSION  
6:00 PM | THURSDAY, MAY 20, 2021  
[HTTPS://PITT.ZOOM.US/J/98772339623](https://pitt.zoom.us/j/98772339623)  
MEETING ID: 987 7233 9623

OPTIONAL POSTER SUPPLIES PICK-UP:  
WEEK OF MAY 16TH  
OFFICE OF GIM RESIDENCY EDUCATION  
7TH FLOOR OF UPMC MONTEFIORE

SPONSORED BY UPMC ONE, THE UNIVERSITY OF PITTSBURGH DEPARTMENT OF MEDICINE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION, AND DOIM ANTI-RACIST TASK FORCE AND EMPPOWER COMMITTEE.



# Inclusion & Intersectionality



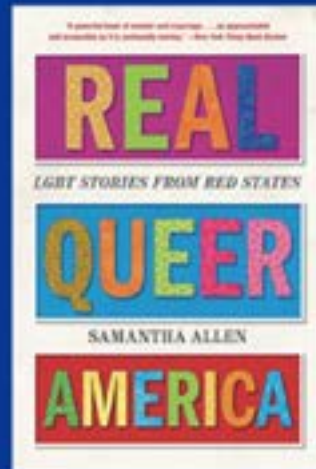
# Inclusion & Intersectionality





# Inclusion & Intersectionality

## VIRTUAL DIVERSITY BOOK CLUB



Book of Choice

WED  
JUN  
30  
2021  
@  
6PM

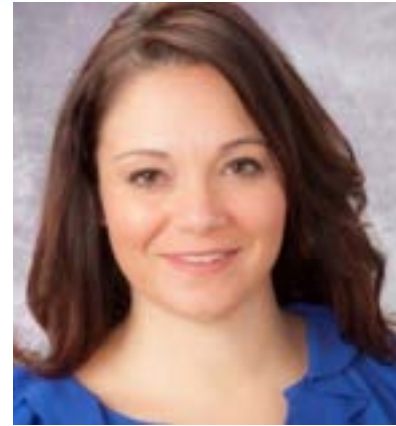
SPONSORED BY THE  
DEPARTMENT OF  
MEDICINE OFFICE OF  
DIVERSITY, EQUITY,  
AND INCLUSION

LOOK OUT FOR A  
CALENDAR INVITE  
WITH ZOOM EVENT  
DETAILS

PLEASE CONTACT  
ANASTASIA WHITE,  
DEI PROGRAM  
COORDINATOR AT  
WHITEAJ2@UPMC.  
EDU IF YOU HAVE  
ANY QUESTIONS



**Rickquel Tripp, MD, MPH**  
Vice Chair of Diversity, Equity, and  
Inclusion for UPMC GME  
[tripprrp@upmc.edu](mailto:tripprrp@upmc.edu)



**Jen Wolford, DO, MPH**  
Associate Program Director, Pediatric  
Residency Program  
[Jennifer.wolford@chp.edu](mailto:Jennifer.wolford@chp.edu)



**Naudia Jonassaint, MD, MHS**  
Vice Chair of Diversity, Equity, and  
Inclusion for the Department of Medicine  
[jonassaintnl@upmc.edu](mailto:jonassaintnl@upmc.edu)



**Loreta Matheo, MD**  
Vice Chair of Diversity, Equity, and Inclusion  
at Children's Hospital of Pittsburgh  
[Loreta.matheo@chp.edu](mailto:Loreta.matheo@chp.edu)



**Anastasia White**  
DEI Program Coordinator,  
Department of Medicine  
[whiteaj2@upmc.edu](mailto:whiteaj2@upmc.edu)

# Inclusion & Intersectionality



**Dismantling Oppressive Systems:  
Building Just Communities**

**Diversity Forum 2021**

July 26th-29th, 2021

[diversity.pitt.edu](https://diversity.pitt.edu)



# Inclusion & Intersectionality

- Departmental Diversity, Equity, & Inclusion Committees
- Coalition of Residents and Fellows of Color (C-ROC)
- Antiracist curriculum

# LGBTQ+ at UPMC

- **LGBTQ+ Sibling Program**
  - Option for queer mentor/buddy upon matching
- **Queer Brunch**
- Annual participation at **Pittsburgh Pride**













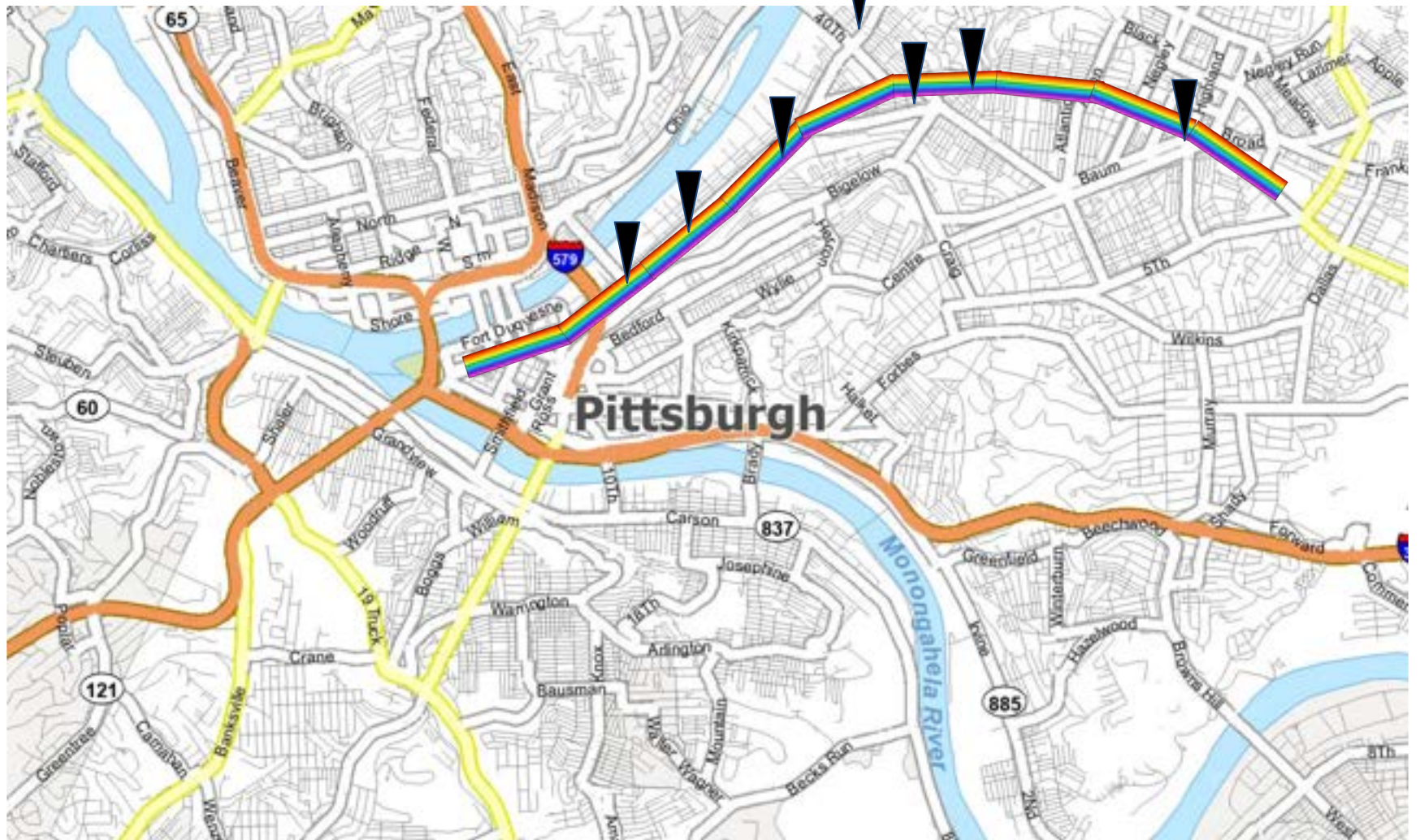
# LGBTQ+ in Pittsburgh

- Many LGBTQ friendly neighborhoods!
  - Lawrenceville
  - Shadyside
  - Squirrel Hill
  - Friendship
- LGBTQ bars and restaurants
  - 5801 (Shadyside)
  - Blue Moon (Lawrenceville)
  - Tina's (Bloomfield)

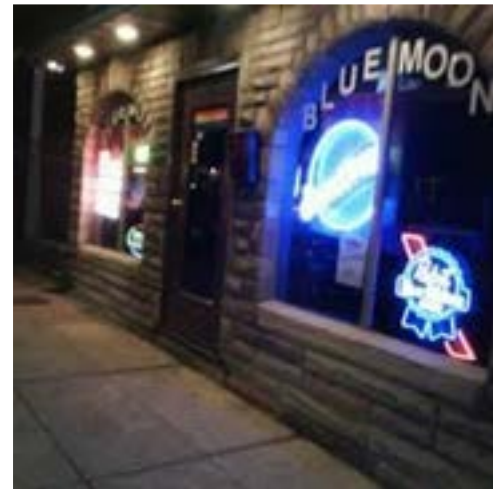


# LGBTQ+ Community Resources

- SisTers PGH
- Persad Center
- Pittsburgh Action Against Rape (PAAR)
- TransPride Pittsburgh
- PFLAG Pittsburgh
- Pittsburgh Equality Center





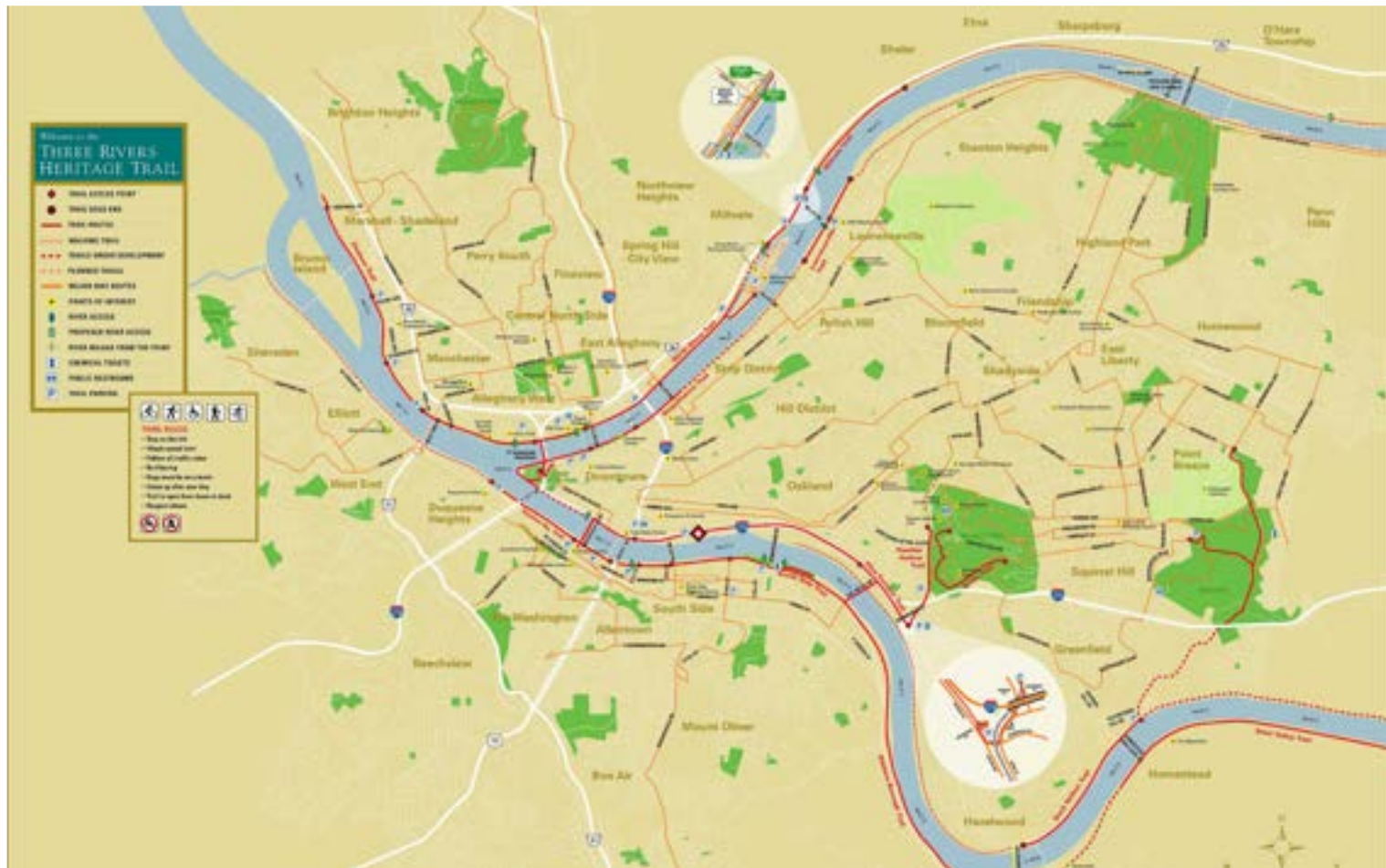


# LGBTQ+ in Pittsburgh





# Pittsburgh Parks





# Cost of Living

City	Cost of Living	Comparable Salary	Housing Prices
Philadelphia	+16%	\$70,000	+7%
Chicago	+22%	\$74,000	+60%
New York City	+114%	\$132,000	+350%
Los Angeles	+60%	\$99,000	+215%
Washington, DC	+74%	\$110,000	+280%
Seattle	+95%	\$130,000	+390%
San Francisco	+208%	\$193,000	+860%
Boston	+86%	\$115,000	+320%
Cincinnati	-3%	\$57,000	Same

# Pittsburgh Parks





# Places to Visit



# Pittsburgh Food





# Pittsburgh Events





**Joseph Losee, MD**

Dr. Ross H. Musgrave Endowed  
Chair in Pediatric Plastic Surgery  
Associate Dean for Faculty Affairs,  
University of Pittsburgh SOM  
Professor and Executive Vice  
Chair, Dept. of Plastic Surgery

[Joseph.Losee@chp.edu](mailto:Joseph.Losee@chp.edu)



**Morgan Faeder, MD, PhD**

Assistant Professor of Psychiatry  
and Neurology  
Medical Director, Neuropsychiatry  
Director, UPMC Consultation  
Liaison Psychiatry Fellowship

[faedersm@upmc.edu](mailto:faedersm@upmc.edu)



**Kristen Eckstrand, MD, PhD**

Clinical Assistant Professor, WPH  
Medical Director, SAFE, SAFETY,  
AF-CBT, & PFE Programs

[eckstrandkl@upmc.edu](mailto:eckstrandkl@upmc.edu)



**Jimmy Bowen, MD**

Chief Resident  
UPMC Children's Hospital of  
Pittsburgh

[James.bowen@chp.edu](mailto:James.bowen@chp.edu)



**Julia Shatten, MD**

Resident, Ophthalmology

[shattenjd@upmc.edu](mailto:shattenjd@upmc.edu)



**Esha Sondhi, MD**

Fellow, Pediatric Critical Care  
Medicine

[Esha.sondhi@chp.edu](mailto:Esha.sondhi@chp.edu)



**Josiah Strawser, MD**

Resident, Internal Medicine /  
Pediatrics

[strawserjd@upmc.edu](mailto:strawserjd@upmc.edu)



**Patrick Buckley, MD**

Chief Resident  
Western Psychiatric Hospital

[buckleypj@upmc.edu](mailto:buckleypj@upmc.edu)



**Steph Chavez-Yenter, DO**

Resident, Triple Board

[chavezyentersj@upmc.edu](mailto:chavezyentersj@upmc.edu)



**Thank you!**



# LGBTQ+ at UPMC

- The Human Rights Campaign (HRC) recognized **26 UPMC Hospitals for LGBTQ+ health equity**
- Several identified as **HEI leaders:**
  - Children’s Hospital of Pittsburgh
  - Magee Women’s Hospital
  - Western Psychiatric Hospital
  - UPMC McKeesport
  - UPMC St. Margaret





# Gender Care at UPMC

Study Results: Sexual and Gender Minority Individuals' Health Care Experiences

BY UPMC MYHEALTH MATTERS STAFF **MEMBERS**



# Gender Care: Community Voices

SGM individuals experience barriers when seeking medical care

Trauma related to the health care system leads some to delay care

The complexity of health insurance is frustrating

Transparency and empathy are required when choosing providers

# Smart Patients LGBTQ+ Community

In partnership with  
**UPMC**



Shaun, *smart patient*

[JOIN](#)

UPMC is developing new ways of supporting members of the LGBTQ+ community in their health and beyond and we'd like to invite you to be part of this effort. Our goal is to make it easier for members of the LGBTQ+ and their families to learn from each other, while also helping us learn more about what matters most to you in your healthcare.

# LGBTQ+ Clinical Care

- Center for Adolescent and Young Adult Health (CAYAH)  
Gender and Sexual Development Program
  - Adolescent Medicine
  - Endocrinology
  - Behavioral Health
- Informed consent/assent model for hormone therapy
- Embedded individual and family supports
  - Psychologists
  - Social workers
  - Trans Family Buddy program
- *Gender dysphoria is the #1 diagnosis seen at our outpatient adolescent clinics.*