

Get to Know DaNine Fleming, Ed.D.
MUSC Director of Training and
Intercultural Education



What is your role at MUSC?

Associate Professor, Academic Affairs Faculty, Director of Training and Intercultural Education, and one of two Unconscious Bias Faculty Scholars in the Department of Diversity, Equity and Inclusion. One of my key roles is to infuse diversity and inclusion initiatives into the formal curriculum and fabric of the MUSC enterprise.

How has your background shaped you as a leader?

Growing up in rural Givhans, I was taught the importance of family, a quality education and treating everyone with respect. I am a firm believer in social justice, fairness and consistency. Every opportunity that I have been blessed to have has prepared me for my current position and leadership. I stand upon the shoulders of giants, and even when I feel I am at my weakest, they continue to provide strength through the memories of their stories, wisdom and prayers.

What exciting initiatives are in store for you and your team at MUSC?

We welcomed 3 new team members, expanded our Unconscious Bias training, initiated the anonymous student climate survey on sexual and gender-based harassment/misconduct for students, and we continue to increase our offerings of online and classroom diversity and inclusion initiatives utilizing MyQuest as a repository.

How do D&I initiatives positively impact MUSC's vision of Leading Health Innovation?

Diversity and inclusion impacts every facet of the enterprise and is everyone's business. It is imperative that our intent is consistent with our impact. Putting people first requires each of us working together to make the vision a reality, and I always want our MUSC family to recognize that they are integral in making sure MUSC achieves our goals. We have meticulously worked to bridge many gaps in diversity and inclusion. Although this is an enterprise-wide effort, I could not be prouder of the work that we do. Led by Dr. Willette Burnham Williams, our university department has trained more than 1,200 individuals annually in diversity and inclusion, strategies to address implicit bias, embracing generational differences, compliance and innovative ways to handle controversy. Our work has increased exponentially, creating additional opportunities for reporting harassment/misconduct, and assessment, as well as working to ensure that as an enterprise, we operate with integrity and are compliant in providing equal opportunities and accessibility for all individuals.

Get to Know Stephanie Taylor, MPS
MUSC Director of Diversity and Inclusion



What is your role at MUSC? I am the Director of Diversity and Inclusion at MUSC Health.

How has your background shaped you as a leader?

I was born and raised on a small island in the Caribbean, Barbados and have had the opportunity to travel extensively across the nation and around the world. This has given me unique perspectives both personally and professionally. As a leader, I place great focus on engaging others and aim to be conscious about the potential need for me to adjust my communication style to ensure effective

communication. Fundamentally, I believe that everyone wants to feel valued and respected. I make earnest attempts to adapt and connect with others who may be very different from me in order to motivate and reach our common goals.

What exciting initiatives are in store for you and your team at MUSC?

I manage two teams at MUSC Health: Pastoral Care Services and Interpretation and Translation Services. The Pastoral Care team will be developing additional avenues to support patients at the MUSC Institute of Psychiatry. In addition, they will be streamlining the current process that is used to support care team members who are experiencing grief as a result of loss of a family member or due to patient death.

The Interpretation & Translation Services team will be working to become more integrated into the patient rounding process, particularly during bedside shift reporting and the patient discharge planning process.

How do D&I initiatives positively impact MUSC's vision of Leading Health Innovation?

Innovation is a natural byproduct of diversity and inclusion. The focus of D&I at MUSC is to create a culture of respectful relationships with each other, with patients, and with families and other stakeholders. This impacts the quality of care that patients receive and the overall patient experiences, which influence loyalty to the organization. When we leverage our differences, we nurture environments where new and creative ideas are welcomed, encouraged and cultivated.