

Diversity, Equity, and Inclusion

February 2023

In this newsletter, we aim to provide you with the latest updates related to Diversity, Equity, & Inclusion (DEI) occurring in our Department of Psychiatry and beyond.

Message from the Department Head

Thank you to those who attended DEI 1.0-4.0! The Department is consistently recognized by leaders across WUSM for our commitment to diversity, equity, and inclusion. This is because of the actions taken by each of you! As an effort to continue learning, I encourage you to consider participating in the events outlined in the newsletter and we look forward to launching the Understanding Systemic Racism curriculum in 2024!

Black Resistance: Extraordinary Black Missourians



The Association for the Study of African American Life and History's national theme for Black History Month 2023 is Black Resistance. Join Dr. John A. Wright Jr. for a deep dive into the history of Black resistance in Missouri and in St. Louis, highlighting historical figures from the book *Extraordinary Black Missourians*. Dr. John A. Wright Sr. served as chief author of the first edition, with Sylvia Wright and Dr. John A. Wright Jr. as coauthors of the second edition. This program will be followed by a book signing in the [Missouri History Museum Shop](#).

- **LOCATION:** Lee Auditorium | [Museum](#)
- **DATE:** Tuesday, February 28, 2023
- **TIME:** 11:00am

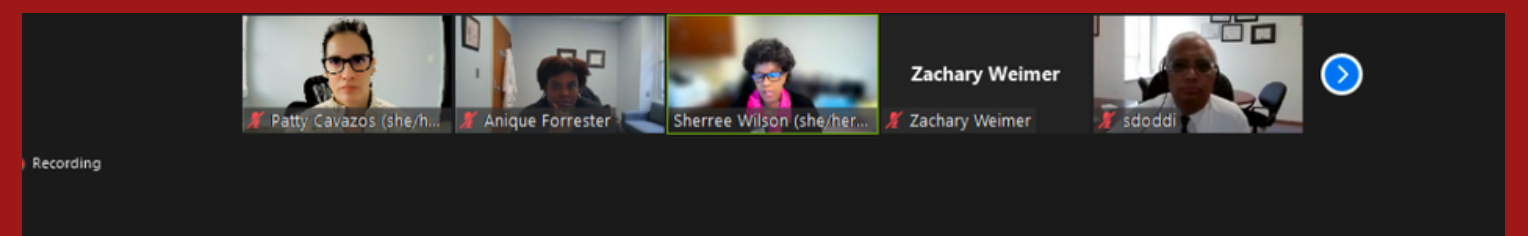
A series of reflection and healing circles

Hosted by Bernard Becker Library and
WUSM Office of DEI

Tuesday, 2/28 - 3:30p – 4:30p - Zoom event -
RSVP required

In collaboration with the Bernard Becker Library, the Office of Diversity, Equity and Inclusion will host a series of reflection and healing circles to provide an intentional space to discuss the exhibit "In Their Own Words: Stories of Desegregation at Washington University Medical Center". Using a restorative justice framework these sessions will guide participants through sharing around the content of the exhibit including grappling with the realities we learn about and how it informs our work moving forward, together.

Confronting and Addressing Racism in Academic Medicine: A Comprehensive Strategy



Confronting and Addressing Racism in Academic Medicine: A Comprehensive Strategy

Presenters

- Sherree A. Wilson, PhD
 - Associate Vice Chancellor & Associate Dean, Diversity, Equity and Inclusion
- Erin Stamp, MPP
 - Director of Programming and Professional Development, WUSM Office of Diversity, Equity and Inclusion
 - Lead, Understanding Systemic Racism Curriculum
- Patricia A. Cavazos, PhD
 - Professor of Psychiatry
 - Vice Chair for Diversity, Equity and Inclusion-Department of Psychiatry
 - WUSM DEI Liaison
 - WUSM Equity Champion
- Neha Navsaria, PhD
 - Associate Professor of Psychiatry
 - WUSM DEI Liaison
 - WUSM Equity Champion

Washington University School of Medicine in St. Louis

Office of Diversity, Equity and Inclusion

Disseminating success stories about WUSM DEI in Psychiatry!

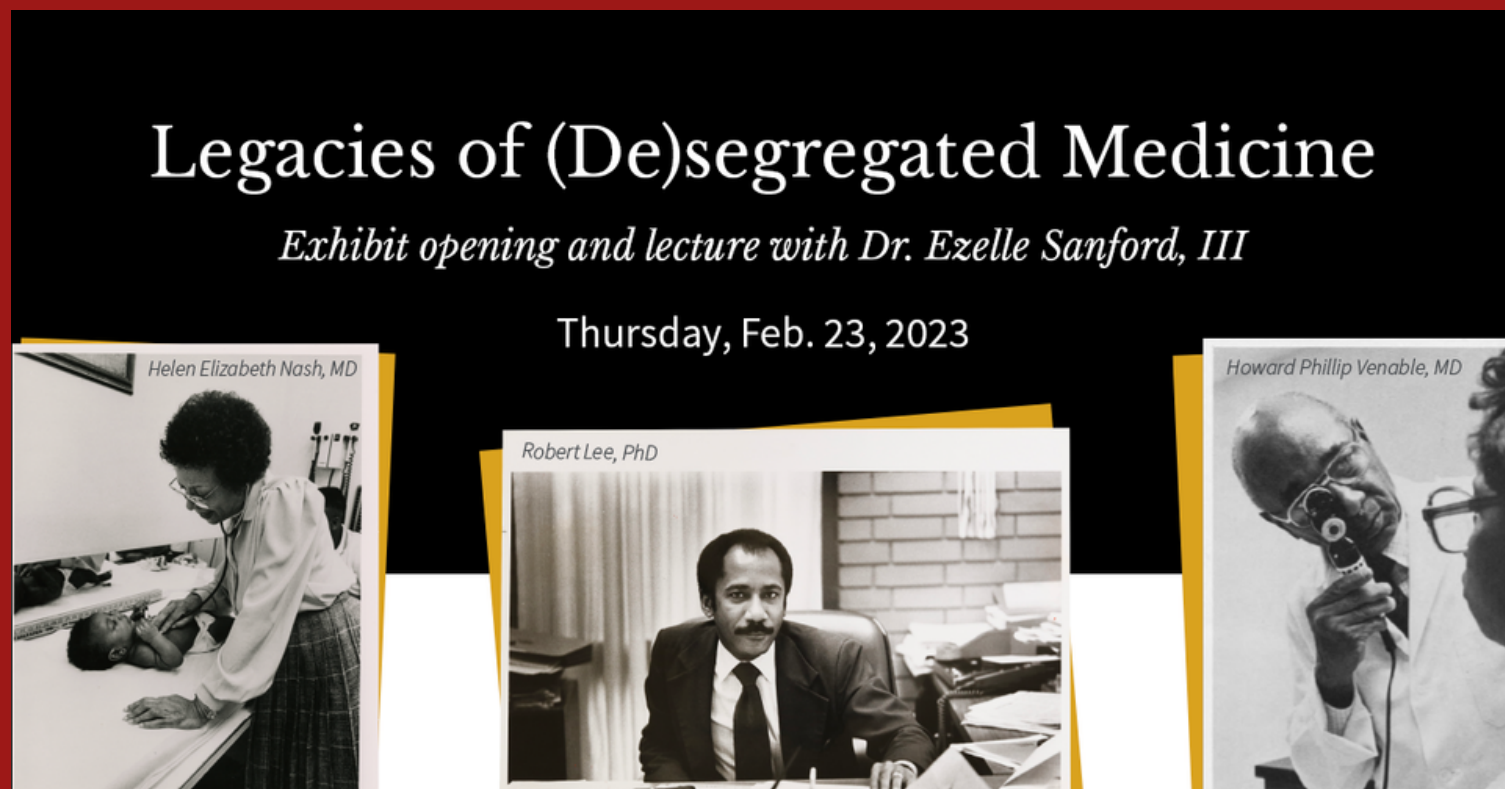
On Feb 16, Drs. Cavazos and Navsaria, DEI leaders in our psychiatry department, presented the Gundry Lecture at the University of Maryland Department of Psychiatry Grand Rounds. The title of their talk was "**Confronting and Addressing Racism in Academic Medicine: A Comprehensive Strategy**" and they presented along side Drs. Wilson and Ms. Stamp. Dr. Sheree Wilson is the the inaugural Associate Vice Chancellor and Associate Dean of Diversity, Equity, and Inclusion at WUSM. Erin Stamp, MPP is the Director, Programming and Professional Development at WUSM Office of DEI. Recording of this talk will be available soon.

Learning objectives of this talk were to:

1. Describe the DEI infrastructure at Wash U School of Medicine in St. Louis (WUSM).
2. Discuss a comprehensive approach to dismantling systemic racism at WUSM and the precipitating factors that led to action.
3. Describe the components of a school-wide Understanding Systemic Racism (USR) professional development curriculum and how it is being implemented in the department of Psychiatry at Wash U.

We are so pleased that other institutions are excited to learn about the DEI strategies that are occurring within our very own department!

A recommendation from Fayola Fears, MD Psychiatry Chief Resident



In Their Own Words: Stories of Desegregation at Washington University Medical Center

It started with an administrative error, leading administrators to quietly declare Washington University School of Medicine desegregated in 1947— but efforts for truly active integration across the school and its associated hospitals would come decades later, through intentional action and advocacy from many dedicated individuals and groups.

Drawing on oral histories, photographs, architectural plans and other documents, our first exhibit of 2023, "In their own words: Stories of desegregation at Washington University Medical Center," will feature stories from doctors, nurses, students and administrators who experienced segregation and advocated for change.

Location: Bernard Becker Library- Glaser Gallery (7th floor)

[Learn more and register now](#)

Save the Date! Healing Ourselves Series 1 – Uncovering Implicit Bias Through Mindfulness Implicit Bias-Spring 2023

In this 3-part series, participants will use mindfulness practices to uncover implicit biases within themselves to support their work toward positive change. Our brain focuses on protecting us and can inhibit our ability to lean into the discomfort of acknowledging bias and staying in difficult discussions. We are better prepared to be partners in the work for positive social change when we:

1. Practice ways to manage our “fight/flight/freeze” response and
2. Understand how our perceptions impact our ability to be change agents.

These practices can become tools for engaging in difficult conversation and anti-oppression work without shutting down or getting burned out.

Date: Apr 06, 2023

Time: 12:15 p.m.-1:15 p.m.

[Learn More and Register Now](#)

Recommended Podcast: [Code Switch](#)



[CodeSwitch](#) is a podcast from NPR that explores the overlapping themes of race, ethnicity, and culture, how they play out in our lives and communities, and how all of this is shifting. The show features interviews with guests from a variety of racial, ethnic, and cultural backgrounds, as well as stories about language, identity, and the changing cultural landscape.

They've even created a [Black History Month Playlist](#) filled with stories on everything from sports activism, to the Black Panther Party, to one woman's fight for respect that went all the way to the Supreme Court.

Black Pioneers in Mental Health

In honor of Black History Month, Mental Health America has highlighted Black clinicians and researchers who have been trailblazers in psychology, psychiatry and social work. Check out the list [here](#).

Drop-in Sessions: Special Perspectives Mindful Connections

Date: Feb 23, 2023

Time: 11:30 a.m.-12:00 p.m.

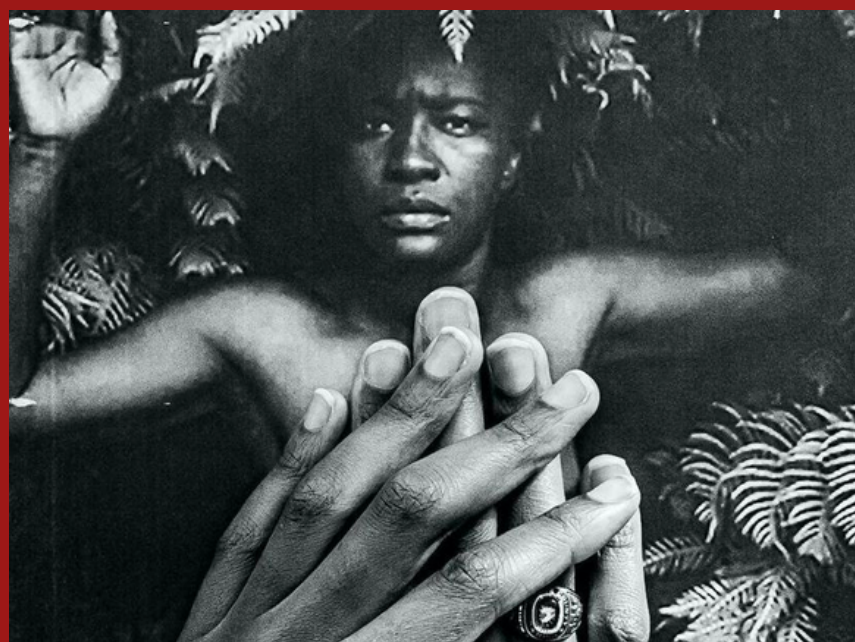
Reduce stress, increase focus and develop practical coping skills through our Mindful Connections drop-in sessions! Every other Thursday in 2023 via Zoom.

A collaboration between Meg Krejci, Mindfulness Consultant and Erin Stamp, in the Office of Diversity, Equity & Inclusion.

All WashU students, staff, and faculty welcome.

[Learn More and Register Now](#)

The Sheldon Celebrates Black History Month



When: Through February; exhibitions on view through May 6

Where: Sheldon Concert Hall & Art Galleries, 3648 Washington Boulevard

The Sheldon celebrates Black History Month. From Feb. 10 to May 6, the galleries will feature works by Tennessee photographer and artist Bill Steber, who will give a presentation and performance (7 p.m. on May 4).

[Learn more about The Sheldon](#)

Psychiatry-wide Mental Wellness & DEI Climate Survey coming in 2023

We are planning to distribute a survey across our department to learn more about how you feel regarding mental wellness and DEI. We want to hear from you! If you have ideas on items that we should include within this survey, do email us at:

DEIpsych@email.wustl.edu