

# Diversity, Equity, and Inclusion

## January 2023

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

### Message from the Department Head

Starting this month, we are including the Diversity, Equity, and Inclusion updates and events in the weekly newsletter. DEI will be the main focus of this newsletter once each month. I think it's important that we all think about integrating DEI into each of our missions. In that vein, I encourage you to sign up now for DEI 4.0, which is at the usual Grand Rounds time, Tuesday January 31.  
-Eric Lenze, MD

Register to attend the training using this link:

DEI 4.0: January 31, 2023 at 9am – 10:15am  
[https://wustl.sabacloud.com/Saba/Web\\_spf/SPCTNT456Site/common/registercatalog/virtc-0000065708](https://wustl.sabacloud.com/Saba/Web_spf/SPCTNT456Site/common/registercatalog/virtc-0000065708)

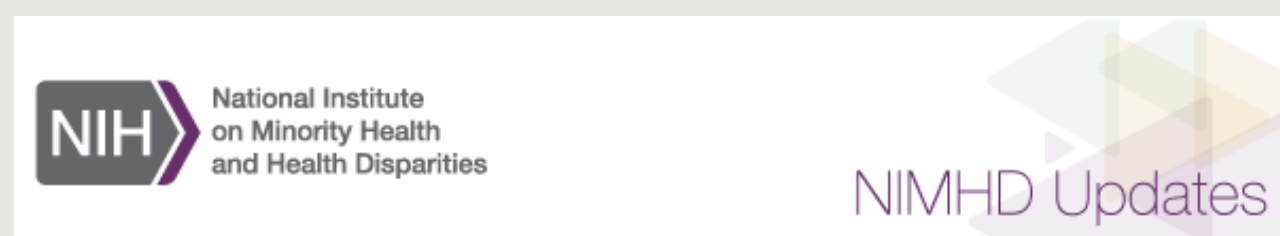
### Missed the DEI 1.0, 2.0 and 3.0 Trainings?

Before attending DEI 4.0, it is recommended that you attend DEI 1.0, 2.0, and 3.0. There are open dates for those who missed the November DEI 1.0 and 2.0 and January 3.0 sessions. Please see the following websites for more information.

- <https://diversity.med.wustl.edu/training/>
  - <https://ideasatdom.wustl.edu/training/>
- Residents and fellows: since you are already receiving this content within their current training, you do not need to attend.

After you participate in these foundational courses, we will reach out to you about the next-step phase of your DEI learning which will include taking part in the newly launched WUSM Understanding Systemic Racism Curriculum. If you have any additional questions, contact Tina Hoffman at [tina.hoffman@wustl.edu](mailto:tina.hoffman@wustl.edu).

### Webinar meeting on Advancing Health Equity



#### Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care

The Committee on Unequal Treatment Revisited: The Current State of Racial and Ethnic Disparities in Health Care, a committee of the National Academies of Sciences, Engineering, and Medicine, will hold its first meeting on Wednesday, February 1, 2023. This will be a virtual meeting. The public session is scheduled from 2:00 p.m. to 4:00 p.m. ET.

The committee will consider ways to scale and spread effective interventions to reduce racial and ethnic disparities in healthcare and make recommendations to advance health equity. This work will include support for the infrastructure and activities required to update the 2003 Unequal Treatment report.

The update will highlight:

- Major drivers of healthcare disparities
- Successful and unsuccessful interventions to reduce disparities
- Gaps in the evidence base
- Strategies to close those gaps

This event will include remarks regarding the Committee's Statement of Tasks, during which leadership from NIMHD will provide the NIMHD perspective.

[Learn more and Register Now](#)

### Psychiatry Diversity Advisors: A New DEI Initiative to Launch in 2023

We are excited to launch a new DEI initiative in 2023: Psychiatry Diversity Advisors.

A Diversity Advisor will receive training from WUSM Office of DEI in order to help ensure that best practices in diversity, inclusion, and equity are utilized throughout the hiring processes that occur within our department.

A Diversity Advisor may be a member of the faculty or staff.

Specific responsibilities of the Diversity Advisor are to:

- Monitor the procedures and outreach efforts of the committee
- Review the diversity of the applicant pool and group interviewed
- Compile and report relevant data to the committee and hiring authority utilizing the Diversity Advisor Checklist and Diversity Advisor Toolkit
- Assist the Hiring Authority in posting the search description in the Hiring Summary Form

We have invited a first cohort of Psychiatry colleagues to become Diversity Advisors. If you have interest in learning more about becoming a Diversity Advisor, please do reach out to us at [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu)

[Learn more about diversity advisors](#)

## WashU Town Hall

Here and Next at WashU is pleased to announce a Town Hall Presentation:  
“Equity-Minded Reform of Faculty Evaluation: Principles and Action”  
presented by [Dr. KerryAnn O’Meara](#) of the University of Maryland at College Park.

This virtual presentation will take place on February 21, 2023, 12:00 -1:30 PM. A recording will also be available after the presentation.

Register [Here](#)

## National Women Physicians Day: Women in Leadership Story Panel

February 3, 2023

3:30 p.m. – 4:30 p.m., Panel Discussion

4:30 p.m. – 5: 00 p.m., Networking and Refreshments  
EPNEC Auditorium

Every career path is different, but there is much to learn from hearing the stories of current leaders. Join us on National Women Physicians Day to learn about and celebrate women leaders at Washington University School of Medicine in St. Louis. RSVP requested via the link below.

[https://faculty.med.wustl.edu/calendar\\_event/national-women-physicians-day-women-in-leadership-story-panel/](https://faculty.med.wustl.edu/calendar_event/national-women-physicians-day-women-in-leadership-story-panel/)

## Our department has zero tolerance for all types of harassment and discrimination.

We want everyone in our department to feel safe, supported, and welcome. Washington University has dedicated resources in place for our community members.

1. [SAFE](#) (preferred mechanism for initial reporting on the School of Medicine’s campus)
2. [Medical Student Ombudsperson](#), Dr. Karen O’Malley (a confidential, neutral, informal, independent resource), [Karen.ombuds@gmail.com](mailto:Karen.ombuds@gmail.com)
3. [Peer Advocate Program](#)
4. [Student Health Services](#)
5. [RSVP Center](#)
6. [Title IX Coordinator](#)

In addition, Drs. Cavazos and Navsaria are Equity Champions for our department. They are also available to you if you ever need help to speak up and/or take action when you become aware of inappropriate behavior directed toward yourself or others.

You are encouraged to reach out to us at [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu) or 314-362-2152.

## Suggested Podcast on Deaf Health Equity

submitted by Jessica Williams (PGY-2)



Jessica says:

“Take a listen (or a read!) of this podcast episode of Hear Me Now, which features two deaf healthcare professionals discussing common misconceptions vs best practices in caring for our Deaf and Hard-of-Hearing patients. They offer important perspectives in cultural humility and optimizing the physician-patient relationship that can be applied well across many scenarios where you identify differently from your patient.”

Thank you, Jessica, for your submission! We love learning about new DEI resources. If you have one that you would like to share please submit it to [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu)

[Listen to the podcast here](#)

## 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](mailto:DEIpsych@email.wustl.edu).

## Upcoming Psychiatry Listening Sessions

Drs. Cavazos and Navsaria will host Psychiatry-focused DEI listening sessions. The purpose of these sessions is to provide you with an opportunity to ask DEI-focused questions, propose ideas, express concerns, etc. We can also share more details about any of the topics discussed in this newsletter.

Next Listening Session 2: February 17, 2023 at 12pm-1pm

Zoom information: <https://wustl-hipaa.zoom.us/j/92047195267>

THANK YOU to those who attended our January session. Recent topics discussed include reflections on the Department DEI trainings and the importance of having departmental wide forums that happen across all psychiatry staff, faculty, and trainees.

In the meantime, you are always welcome to reach out to set up a time to meet with us at [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu).