

Diversity, Equity, and Inclusion

November 2022

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

November is Native American Heritage Month



Native American Heritage Month, observed every November in the United States, celebrates the rich and diverse cultures, traditions, and histories of American Indians and Alaska Natives (AI/AN).

- From 2010 to 2020, the AI/AN population in combination increased by 160%
- As of 2022, there are 324 federally recognized American Indian reservations in the US.
- Currently, there are 574 federally recognized AI/AN tribes, and several tribes are recognized at the individual state level.
- There are specific social determinants of health, that contribute to health disparities in AI/AN communities.

Residents and Fellows Diversity Initiative (RFDI)

The RFDI held their November mentored meal with members of the RFDI cohort, RFDI leadership and faculty mentors present. Several trainees and faculty from the Department of Psychiatry were present. Attendees included: Patty Cavazos-Rehg (Vice Chair of DEI, Psychiatry), Jessica Williams (psychiatry resident) and Audrey Coolman (Community Engagement and Health Equity Lead, WUSM Office of Education). Fayola Fears (Psychiatry Chief Resident and former RFDI participant) is also on the current RFDI leadership team.



Established in 2006, the RFDI serves as the primary effort to improve the recruitment and retention of residents and fellows who are underrepresented minorities in medicine. Residents and fellows participate in a yearlong program designed to increase their sense of belonging within WUMC, receive mentorship from campus leaders, and engage with the community. For more information on RFDI, go to: <https://diversity.med.wustl.edu/residents-and-fellows-diversity-initiative-accepting-applications/>

Washington University School of Medicine Diversity Events

Upcoming Department DEI Trainings

In our continuing effort to uphold our commitment to Inclusion, Diversity, Equity, and Racial Justice, we are offering Psych-wide virtual training for Diversity, Equity, and Inclusion (DEI) courses. Attendance is strongly encouraged for all faculty and staff. Trainings will be delivered in a Zoom only format.

DEI 1.0: November 29, 2022 at 9am – 10:15am

Register to attend the training using this link:

https://wustl.sabacloud.com/Saba/Web_spf/SPCTNT456Site/common/registercatalog/virtc-0000062195

DEI 2.0: November 30, 2022 at 11am – 12:15pm

Register to attend the training using this link:

https://wustl.sabacloud.com/Saba/Web_spf/SPCTNT456Site/common/registercatalog/virtc-0000062373

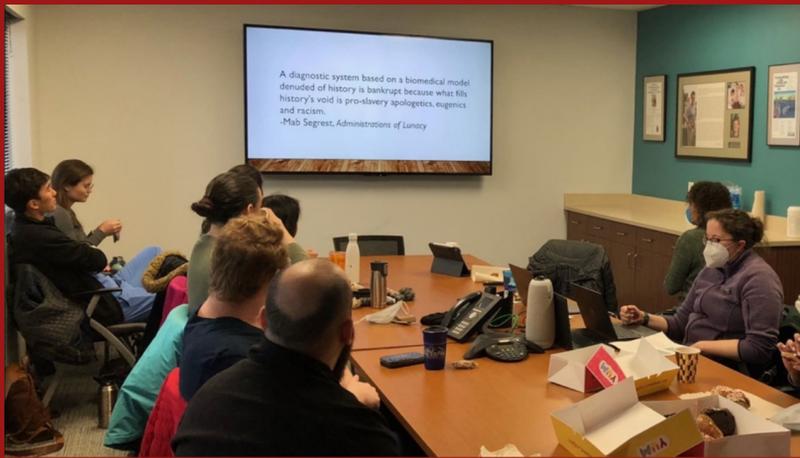
You will all receiving a calendar invite with zoom link

You will all receiving a calendar invite with zoom links for these trainings as part of the department wide newsletter sent by Dr. Lenze

Information on DEI 3.0 and DEI 4.0 trainings will be coming soon.

If you have taken these foundation courses over two years ago, we recommend that you attend these training sessions to hear content that has been newly updated. We understand that it might be difficult for everyone to attend both sessions. If you cannot attend a session, please contact Tina Hoffman (tina.hoffman@wustl.edu) to be directed to online and in-person DEI 1.0/2.0 open sessions held by the WUSM Office of DEI.

Understanding Systemic Racism (USR) curriculum continues for the residents and fellows: A historical timeline of racism and desegregation



Pictured above: 1st and 2nd year child psychiatry fellows with Drs. Jess Pittman and Anne Giedinghagen

In order to authentically move forward in anti-racist work, it is important to understand our past. The goal of this session is to understand both historical and present-day structural racism specific to St. Louis and its impact on the healthcare system, medical education, research and institutional climate/culture. It was led by Dr. Jess Pittman, ODEI Faculty Leader. We were also fortunate to be joined by guest lecturer, our own Dr. Anne Giedinghagen, from the Dept of Psychiatry. Dr. Giedinghagen provided a historical timeline particular to the field of psychiatry.

PSYCHIATRY LISTENING SESSIONS are coming back in 2023!

Drs. Cavazos and Navsaria will continue to host Psychiatry-focused DEI listening sessions. Stay tuned for dates for January and February. The purpose of these sessions is to provide you with an opportunity to ask DEI-focused questions, propose ideas, express concerns, etc.

Thank you to those attendees who have previously joined us for one or more listening sessions. Some of the topics included strategies to recruit and retain a more diverse workforce and request for more DEI training opportunities 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

Health Affairs Upcoming Issue on Racism & Health: Call for Abstracts

Health Affairs is planning an [upcoming issue on Racism & Health](#), intended to deepen and extend the scholarship on the relationship between racism, health, and health care, with a focus on new topics and evidence of interventions that address racism and health. This is a follow up to their [February 2022 issue](#). Planned for October 2023, it will feature original research, analyses, commentaries, and personal narrative. **The deadline to submit abstracts is December 19, 2022.**