

Diversity, Equity, and Inclusion

April 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

DEI is infused throughout our mission. Creating an inclusive and equitable environment for our patients, trainees, staff, and faculty is a priority for our WashU community and beyond!

For example, we are:

- Participating in the ODEI Taskforce focused on establishing best practices for equity in clinical care;
- Convening a cohort of Diversity Advisors who will receive training to ensure best practices in DEI are utilized throughout the hiring process;
- Offering the Understanding Systemic Racism Training in 2024.

Where do we need to improve?

What I've heard most consistently from the faculty since August (when I became Dept Head) is a desire for more transparency with respect to promotions and other processes in the department. School leadership has taken notice of this concern and is starting to work with the departments about getting to more equity and transparency for promotion. Within our department, the Executive Council is working on equitable and transparent plans for salary and funding support. Stay tuned as I discuss some of these plans at the upcoming State of the Department in May.

Events @ WashU

WUSM Task Force on Climate & Culture: Community Discussion Sessions

The Task Force has established a series of community discussion sessions to be led by the [Office of Diversity, Equity and Inclusion](#). These community discussion sessions are meant to provide space for people to come together and reflect on our culture and climate and will be facilitated using a restorative justice approach to acknowledge harm and support healing. Discussion themes (but not specific case details or personal identifiers) will be summarized and reported to the Task Force.

Please register to attend a session

- [Resident and Fellow Session](#)
- Wednesday, April 26, 5:30 – 6:30 p.m. on Zoom
- [Staff: Support/Services Session](#) (does not supervise other staff)
- Tuesday, May 2, 12 – 1 p.m. on Zoom
- [Staff: Professional Session](#) (degree or certification related to role; e.g. RN, JD, ACMA, CGMA, MBA)
- Thursday, May 4, 12 – 1 p.m. on Zoom
- [Staff: Managerial Session](#) (supervises other staff)
- Tuesday, May 9, 12 – 1 p.m. on Zoom
- [Faculty: Instructor and Assistant Professor Session](#)
- Tuesday, May 23, 12 – 1 p.m. on Zoom
- [Faculty: Associate and Full Professor Session](#)
- Thursday, May 25, 12 – 1 p.m. on Zoom

Wednesday, May 03, 2023, 9:00am - 5:30pm

National Academies at WashU - engagement on antiracism, equity, diversity and inclusion

In conjunction with the recent National Academies report on [Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations](#), the National Academies (of Science, Engineering, and Medicine – NASEM) have selected Washington University to partner with a group of study leads and co-authors to host a campus event, on May 3, 2023. The goals of this event are broad dissemination of the content of the report; engagement of our campus community; and shared envisioning and advancing anti-racism and equity, diversity and inclusion. Please register at this [link](#).

Thursday, May 04, 2023, 12:15 - 1:15pm

Healing Ourselves Series 2 – Staying in Difficult Conversations Through Mindfulness-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.

Register here: <https://diversity.med.wustl.edu/events/calendar/healing-ourselves-series-2-staying-in-difficult-conversations-through-mindfulness-spring-2023/>

Thank you, Psychiatry Fellows and Residents!!

WUSM Office of DEI and our WUSM Psychiatry DEI team want to thank our Psychiatry Fellows and Residents for engaging in the Understanding Systemic Racism Curriculum. You were among the first cohort of residents & fellows at WUSM to take part in this important series of trainings!

Diversity, Equity & Inclusion - Digital Medicine Society (DiMe)



"Today's clinical trials are neither diverse nor equitable nor inclusive. In fact, about 80 percent of participants are white, while only 45 percent are women. This must change and the excuses end today. Clinical trials that successfully engage, enroll, and retain underrepresented populations are possible. Use these resources to remove obstacles to assessing, identifying, and implementing digital tools in your clinical research. In doing so, you'll help deliver new, safer drugs to the market for everyone."

[ACCESS DiMe RESOURCES](#)

Missed DEI 1.0, 2.0, 3.0 or 4.0 trainings?

We understand that it might have been difficult for everyone to attend the recent DEI training sessions. If you could not attend a session, please contact Tina Hoffman (tina.hoffman@wustl.edu) to be directed to online and in-person DEI 1.0-4.0 open sessions held by the WUSM Office of DEI.

Coming to Psychiatry in 2024: Understanding Systemic Racism Training Save the Dates

January 23, 9 -10:30 am
January 24, 11 am -12:30 pm
January 30, 9 -10:30 am
January 31, 11 am -12:30 pm

The poster for the Pride Festival & Parade at Washington University in St. Louis School of Medicine features a dark blue background with a vertical rainbow stripe on the right. The text includes the 'OUTmed' logo, the university name, and the event dates: Festival on June 24 & 25, 2023, and Parade on June 25, 10a-2p. A QR code is provided for RSVP, with the text 'RSVP HERE' below it. At the bottom, there is a graphic of diverse people holding hands with the text 'DIVERSITY CREATES COMMUNITY PRIDE 2023' and 'T-shirts \$15 Order by 5/3/2023 Design above'. A quote at the bottom reads 'Allies, we need you now more than ever!'.

Double Minorities: Exploring Systemic Barriers Against Non-US International Medical Graduates in American Psychiatry

Double Minorities: Exploring Systemic Barriers Against Non-US International Medical Graduates in Academic Psychiatry

Description: International Medical graduates (IMGs) make up around a quarter of licensed physicians in the country. Up to a third of all psychiatrists in the USA and more than a quarter of psychiatry trainees are IMGs. Many of the non-US IMGs also fall into the category of double minorities given their immigrant status in addition to racial/ethnic background, gender and sexual orientation. Little data exists on the immigration and acculturation of non-US physicians within the medical workforce generally or the psychiatric workforce particularly. They are held to a different, tougher standard and come to accept limitations to career advancement as part of the package.

Learning Objectives

- Appreciate the concept of double minorities within the foreign medical graduate cohort.
- Understand the analytic and practical implications of the immigrant experience, extrapolating it to barriers for advancement
- Learn about the challenges faced by various FMG minorities in healthcare
- Appreciate the role of mentorship in the IMG's journey into integration in the American psychiatric workforce

[Engage in this recorded webinar, self-paced distance learning activity.](#)

Recommended Podcast Episodes



“Strong Talk” is a podcast dedicated to the discussion of equity, diversity, and family as it relates to mental health and addictions.

"We started this podcast because we believe that we are at a pivotal point, as it pertains to access to mental health services for historically marginalized communities. We wanted to create a space, not only to talk about challenges, but to explore and to create space for solutions."

[Listen to this Podcast](#)

C2: Critical Conversations that Lie at the Heart of Health Justice



This podcast is hosted by the Center of Excellence in Maternal and Child Health Education, Science and Practice at the Boston University School of Public Health. These episodes serve to generate conversations in classrooms and living rooms about issues and strategic solutions critical to the health of communities and families, focusing on how we can achieve health justice as a collective.

[Listen to this Podcast](#)