

# Diversity, Equity, and Inclusion

## August 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

A point of pride in our department has been our outreach and engagement with disadvantaged populations.

But how much outreach? Well, there are two ways to measure this.

First, we can compare ourselves to the overall School of Medicine safety net mission in terms of “payor mix” – the percentage of the patients we see and bill for who are un-insured or under-insured (with Medicaid). Our numbers are high: our CAP division’s percentage of un/underinsured is 35%, and our adult side is 32%. Across the entire School of Medicine, it is 20%.

Second, much of our clinical effort is in hospital and community contracts which often include trainee time; community contracts are not reflected in payor mix. Expressed as provider time, we provide 55 FTE of hospital and community care across the child and adult missions. This is an extraordinarily large amount of time spent compared to the overall clinical size of our department.

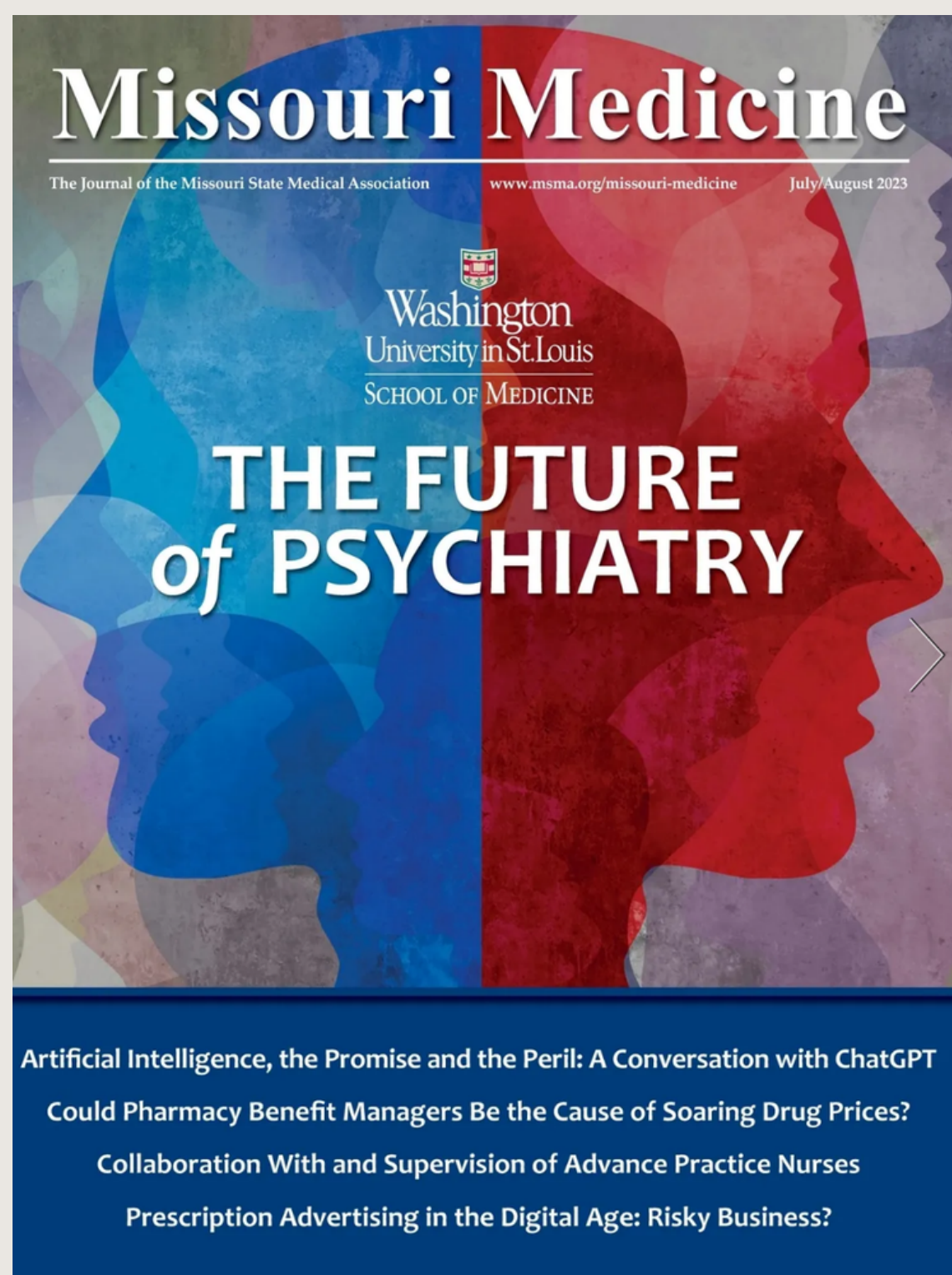
Bottom line: Our department provides an enormous amount of safety net care. Within the lens of mental health equity, we have a lot of work to do still, but we also have a lot to be proud of.

### DEI & Psychiatry Residents: A Successful Launch



On August 1, WUSM Office of DEI and Psychiatry DEI Leadership introduced the Understanding Systemic Racism curriculum to first-year residents. Thank you residents for a successful launch and welcome to WUSM Psychiatry!

### New Issue of Missouri Medicine Now Online



Check out the July/August 2023 issue of Missouri Medicine which highlights Washington University and the future of psychiatry! It features articles written by several of our faculty.

### Psychiatry Diversity Advisors Program

The Diversity Advisors have received training from the WUSM Office of DEI to help ensure that best practices in diversity, inclusion, and equity are utilized throughout the hiring processes that occur within our department. As we prepare to launch the Diversity Advisor Program, we would like to hear about your interests in having a Diversity Advisor work with you. Please reach out to us at [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu) with your ideas and questions.



From Monique: "It has been great collaborating with other specialties across the department and I look forward to developing the role further so that we are viewed as a valuable resource to hiring teams."

### Diversity Advisor Spotlight!

Monique D. R. Gill, LPC, NCC, CCTP is one of our Diversity Advisors. She is the Co-Program Coordinator of Perinatal Behavioral Health Service at WUSM Psychiatry. Monique is a licensed professional counselor, a national certified counselor, and a certified mediator with 15 years of experience working with individuals and families with a variety of presenting issues, including trauma, grief and loss, anxiety, and depression. We asked Monique to give us some impressions about being a Diversity Advisor.

# St. Louis RACIAL EQUITY Summit 2023

The St. Louis Racial Equity Summit will take place IN-PERSON at the America's Center & Convention Complex in Downtown, St. Louis, and virtually November 9-11, 2023. REGISTRATION IS OPEN!

[CLICK HERE TO REGISTER!](#)

We are a group of residents, fellows and attendings across multiple medical specialties who aim to improve the well-being of IMG trainees at WashU. We would like to invite you to our first wellness event on August 30th Wednesday, 5:30 PM at the Barnes Jewish Hospital Schwarz Conference Room in the Maternity Building. You will meet colleagues from all around the world and discuss possible opportunities to improve wellness of IMG trainees at WashU. There will be food and soft drinks at the event!



Please fill out the RSVP if you are planning to join on August 30th Wednesday, 5:30 PM  
Washington University International Medical Graduate Wellness Initiative (WashU IMG Wellness Initiative)

\*\*\* Kudos to Can Mişel Kılçksız, M.D., Resident Physician PGY-4, for his leadership with this event!!

## New York Times Article on WashU Youth Gender Clinic

This week, the New York Times included an article on Washington University's youth gender clinic: [How a Small Gender Clinic Landed in a Political Storm - The New York Times \(nytimes.com\)](#). This article notes the ongoing challenges in accessing psychiatric care for patients. It is a reminder of the important work we do here in the Department of Psychiatry to improve care and access.

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

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

## 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](mailto: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.

## 86th Historia Medica Lecture: 'Negotiating Normalcy: Deafness Cures in American History'

Jaipreet Virdi, PhD, is an Associate Professor at the University of Delaware whose research focuses on the ways medicine and technology impact the lived experiences of disabled people. She is author of *Hearing Happiness: Deafness Cures in History*, co-editor of *Disability and the Victorians: Attitudes, Legacies, Interventions* and has published articles on diagnostic technologies, audiometry, and the medicalization of deafness.

She joins us September 26, 4pm-6pm at the Bernard Becker Medical Library for the 86th Historia Medica lecture, and will speak about the perception of life as a deaf person in America and the history of attempted cures for deafness in the past 200 years. Thank you for reaching out to us about this event Dr. Jessica Williams, Resident Physician, PGY-3

**CRTC CAREER DEVELOPMENT SEMINAR KICK-OFF**

*How to use your critical and creative thinking skills to improve your grant submission and scientific writing: An Experience as a Mentor and Career Coach*



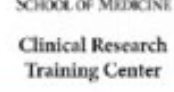
**SPEAKER**  
**Lourdes Soto de Laurido, EdD, MPHE**

- Dean, professor and researcher at the Medical Sciences Campus of the University of Puerto Rico
- Global health expert on Health Disparities, Health Promotion and Education, and Reserch Designs


**Tuesday, August 29**  
**3:30-5:00pm**

- Moore Auditorium - 4580 Scott Ave
- Washington University School of Medicine
- Zoom link also available upon request, email [marykatherine@wustl.edu](mailto:marykatherine@wustl.edu)

**Sponsored by:**

For questions or to request the zoom link, please email [Mary Katherine Townsend at marykatherine@wustl.edu](mailto:Mary Katherine Townsend@wustl.edu)



## Get to Know Your WashU DEI Resources

Students, faculty and staff from all backgrounds enrich the fabric of WashU as we create a community where all can thrive.

Equity and Inclusion Council: The WashU Equity and Inclusion Council (WUEIC) provides institutionalized and structured communication, accountability, and alignment opportunities for university stakeholders working on equity and inclusion. The council is made up of WashU students, faculty and staff.

Vice Provost for Faculty Affairs and Diversity: Faculty Affairs and Diversity on the Danforth campus plays a critical role in ensuring and promoting the success of faculty of all backgrounds, on all tracks and at all career stages. They provide professional and leadership development for tenured/tenure-track faculty and teaching, research, and practice faculty.

Center for Diversity and Inclusion: The Center for Diversity and Inclusion supports and advocates for undergraduate, graduate and professional students from underrepresented and/or marginalized populations, creates collaborative partnerships with campus and community organizations, and promotes dialogue and social change among all students.

Office of Institutional Equity: The Office of Institutional Equity works with existing diversity, equity, inclusion, climate, and culture offices, initiatives, and entities across the university serving as a catalyst for this work across the institution.

Office of Diversity, Equity and Inclusion at the School of Medicine: The Office of Diversity, Equity and Inclusion directly supports the School of Medicine's commitment to creating an environment that is diverse, inclusive and nurturing of people from all backgrounds.

## Resources from American Psychological Association that are focused on Mental Health Equity



Rising health care costs and access to care are major stressors—especially for women and Hispanic Americans. Women and Hispanic Americans are more likely than other to lack access to affordable, quality health care.

Focusing on maternity and postpartum care for Black mothers leads to better outcomes



Psychologists are working to reduce maternal mortality among Black women by integrating mental health services into gynecological visits



Bystander intervention tip sheet

Tips to help you recognize a discriminatory/emergency situation and then take steps to diffuse it.

Addressing bias, stigma, and discrimination in a virtual work environment



Microaggressions affect equity issues across race, gender, socioeconomic status, and more.

## Recommended Reading

How Health Professionals Can Talk With Families About Race  
Greater Good Magazine



"Addressing the topic of race and racism with families is vital for promoting children's health and well-being...as health professionals, we have a unique opportunity to make a positive impact by fostering open dialogue, fostering racial understanding, and working toward a more equitable future for all children."

## The Looking Beyond Series: Mental Health Equity Fireside Chats

An APA lecture series that examines strategies and opportunities to improve the mental health of historically marginalized and minoritized communities.



**Postpartum Psychosis: Are Birthing People of Color Falling Through the Treatment Gap?**  
August 29, 7:00 - 8:00 p.m. EST, [Register Here](#)

**The Intersection of Race, Ethnicity and Sexual Orientation Status on the Prevalence of Vaping Among Minoritized Youth**  
September 28, 7:00 p.m. EST, [Register Here](#)

Series Archives at  
**LGBTQ+ Mental Health: Challenges, Advocacy, and Clinical Considerations**  
**Transgender and Gender Non-Conforming Persons**  
**Clinician Bias and Disparities in the Mental Health Treatment Continuum**  
**Disentangling Race and Place and Their Implications on Mental Health Disparities**

## 2023 Minority Health Data Updates

The Office of Minority Health at the U.S. Department of Health and Human Services

[Black/African American Population Profile](#)

[Minority Health Social Vulnerability Index](#)

[Data Disaggregation Resource Guide](#)

[Asian Americans, Native Hawaiian, and Pacific Islanders in High-Vulnerability Counties Infographic](#)

[Racial and Ethnic Minority Men's Health Infographic](#)

[Improving Access and Diversity in Mental Health Care Infographic](#)