

# Diversity, Equity, and Inclusion

## July 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

We have launched a new [DEI Funding Program](#). This program offers funding to support your efforts towards DEI principles in our department, regardless of mission. Some of you have already expressed interest in this new funding mechanism.

There's still time! Please submit application materials to [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu) by August 12, 2023.

### Resident Physician Can Mişel Kılçıksız (PGY-4) receives grant to create a wellness platform for international medical trainees

Congratulations to Can Mişel who recently received a grant from the Educational Commission for Foreign Medical Graduates (ECFMG) and the US State Department. This grant will focus on support for foreign national physician wellness at WUSM, thereby promoting a successful clinical and cultural exchange for J-1 physicians and the delivery of quality patient care. This grant submission was a partnership with Psychiatry DEI and the [Graduate Medical Education Consortium](#) in response to a call for applications that focus on "Well-being Projects Supporting Foreign National Physicians".

Thank you for your efforts to improve DEI and wellness at WUSM, Can Mişel! We are excited to see the positive impacts of this important and much needed work!

### Diversity, Equity, and Inclusion Funding Program!

Submit applications by Aug 12, 2023

Elevating Diversity, Equity, and Inclusion (DEI) is a top priority at Washington University School of Medicine's Department of Psychiatry and across our medical school campus, at large. We strive to advance the understanding and treatment of psychiatric disorders for all by addressing disparities in access to mental health services, through research, education, and clinical care and ensuring an inclusive, diverse workforce across all levels of faculty, trainees, and staff.

As part of our ongoing commitment to these principles, we are pleased to announce the launch of our DEI Funding Program. This grant offers funding to support individuals in our department that are actively working to create positive change and address systemic barriers to equality. While the recommended proposal length is 2-3 pages, feel free to submit something shorter if you're looking to budget something relatively inexpensive. If there are questions or you'd like to brainstorm, you can communicate with your Division Director or reach out to [Patty Cavazos](#), Vice Chair for DEI in Psychiatry.

Any employee in the Department of Psychiatry is welcome to apply; however, trainees and staff should have a faculty sponsor listed in their proposal.

Check out our updated [DEI funding page](#) for more information!

### 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.

### Recommended wellness resource



We are lucky to have an expert in the area of trauma-informed work and wellness in our department, [http://]Jennifer Holzhauer, MSW, LCSW. Jennifer is the co-director of both the [Trauma Response Program](#) and Child Psychiatry Clinic and serves as a [Wellness Champion](#) in the Division of Child & Adolescent Psychiatry.

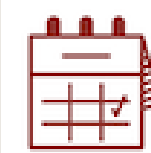
From Jennifer: I bet you know that two ways in which the University and School of Medicine provide for the health and wellness of their employees and students is the [Wellness Connection](#) and the [Wellness Champions Program](#), but I bet you don't know about the [Feuerstein Health & Wellness Information Center](#). This center was made possible by a donation by the Feuerstein family and is a collaboration of the Becker Medical Library and the Wellness Connection. The goal of the center is to provide WU employees and students with convenient access to reliable and authoritative health information and raise awareness of programs and resources for wellness and healthy living that are available to the campus community. Come on by the center, located on the main floor of the Becker Medical Library, and check out all the pamphlets, handouts and books on a variety of popular health and wellness topics. The center has evolved to include a student-curated library entitled "Identities, Experiences and Perspectives" and a popular library of diversity, equity and inclusion books.

## Psychiatry Diversity Advisors Program

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.

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. 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



July is Disability  
Pride Month

Watch this 9-part webinar series to learn more about increasing equity and access for people with disabilities.

- [Increasing Access to Mental Health Providers Through Client-Provider Mutual Education](#)
- [What DBT can teach us about effective engagement with people with co-occurring Intellectual Disabilities and Mental Illness](#)
- [Black and Living with Disability - Experiences, Concerns, and Hopes](#)
- [Disability and Inclusion - Making the Invisible Visible](#)
- [Increasing Employment Opportunities for People with Disabilities](#)
- [Disability Inclusive Approaches in International Development](#)
- [The Journey from Isolation to Full Community Inclusion of People with Intellectual Developmental Disabilities](#)
- [Building Disability-Inclusive Work Environments](#)
- [The Power of Language](#)

## Stanford Medicine OnDemand Webinars

free CMEs from the American Medical Association and American Nurses Credentialing Center



The course is designed to equip learners with the knowledge and skills needed to critically examine the use of race in medical practice and advocate for more equitable and just healthcare systems. By the end of the course, learners will understand how race has been used to classify populations, diagnose illnesses, and determine treatment options. In addition, learners will understand the root causes of health disparities. Finally, learners will identify examples of individuals who have significantly contributed to reducing health disparities.



The Office of Faculty Development and Diversity presents a faculty webinar with the Health Equity Action Leadership (HEAL) Network to highlight efforts that explore and improve health equity and the environment. You will hear from health equity researchers about the intersection of health equity and the environment, climate change, future directions, and their personal journeys into this research. The recorded event will feature three 10-15 minute talks, followed by the recorded Q&A session.



The 5 Minute Moment for Racial Justice in Healthcare is a case-based curriculum and educational framework that identifies examples of racism in present-day clinical practice and equips healthcare professionals with the language and framework to discuss this topic with learners. This multimedia curriculum will highlight common examples of structural racism and racial bias in medical decision-making, as well as share resources and practices to promote health equity and provide racially-just care for patients.

## What does the U.S. Supreme Court decision on affirmative action mean for academic medicine?



There has been increased discussion at WUSM following the June 2023 decision by the U.S. Supreme Court in two cases seeking to end the limited consideration of race or ethnicity in college admissions. Representatives from the WUSM Office of Diversity, Equity and Inclusion have shared resources that provide summaries of the implications of this decision and guidance on how DEI missions can advance:

[Association of American Medical College's \(AAMC\) webinar](#) In this webinar, the AAMC's legal counsel and others discuss the impact of the court's decision and the potential implications on efforts to increase diversity in medical and other health professions schools and the future health care and medical research workforce.

[FAQs](#) on the ruling and its implications developed by the AAMC

- [AAMC – Holistic Review](#)
- [AAMC – Overview of Race Conscious Admissions](#)
- [White House Fact Sheet](#)

## 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