

Diversity, Equity, and Inclusion

March 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.

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.

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

January 24, 11-12:30

January 30, 9-10:30

January 31, 11-12:30

Psychiatry Diversity Advisors: Launching soon!

We are excited to launch a new DEI initiative: **Psychiatry 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

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

Events @ WashU

Friday March 31st @ Noon-1:30pm

The 5th session for a series called Mindfulness and Anti-Racism Series will feature [Doris F. Chang](#), Associate Professor at the New York University Silver School of Social Work. The talk is on Friday, March 31, 12:00pm to 1:30pm in Hillman Hall Room 60. Lunch is included and the **topic is [Building Bridges not Walls: Applying Lessons from Contemplative Science to Enhance Equity and Inclusion in the Classroom, Clinic and Beyond](#)**.

Register here: <https://transdisciplinaryfutures.wustl.edu/rsvp-building-bridges-not-walls>

Wednesday April 5th @ 6pm-8pm

[How Little Village Environmental Justice Organization is achieving environmental justice in Chicago's black and brown communities](#)

Kim Wasserman of the Little Village Environmental Justice Organization (LVEJO) will be visiting to give a public address on her work advocating for environmental justice in Chicago's racially divided landscape. As a member of LVEJO, Kim raised her voice on behalf of the Little Village community, many of whom had limited ability for self-advocacy due to language barriers or documentation status.

This event is co-sponsored by WUSTL's [Environmental Studies Program](#) and The [Center for the Study of Race, Ethnicity & Equity](#).

Thursday April 6th @ 12:15pm-1:15pm

[Healing Ourselves Series 1 – Uncovering Implicit Bias Through Mindfulness Implicit Bias-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.

Friday April 14th @ 5pm-6pm

WashU Asian Alumni Network Happy Hour hosted by WashU Asian Alumni Network and APIDA (Asian, Pacific Islander, and Desi American) Staff and Faculty Affinity Group, in the Women's Building Formal Lounge.

Register here: <https://wustl.advancementform.com/event/st-louis-washu-asian-alumni-network-happy-hour-2023/register>



Developmental Disabilities Awareness Month 2023

Beyond the Conversation

#DDAM2023

Each March, the National Association of Councils on Developmental Disabilities (NACDD), and their partners work together to create a social media campaign that highlights the many ways in which people with and without disabilities come together to form strong, diverse communities.

The campaign seeks to raise awareness about the inclusion of people with developmental disabilities in all facets of community life, as well as awareness of the barriers that people with disabilities still sometimes face in connecting to the communities in which they live.

[Click here for NACD resources](#)

AMA Affirmative Action in Med Ed Webinar on April 3



In anticipation of the SCOTUS decision in *Students for Fair Admissions vs. Harvard and UNC*, the AMA has convened a group of thought leaders in medical education and health equity to discuss the potential consequences of an adverse decision, and new perspectives that inform our journey toward health equity and social justice. This is a live event that will occur on the date and time indicated above. If you cannot attend the live event, an on-demand recording will be available.

Learning Objectives

1. Discuss the potential consequences of an adverse supreme court decision in *Students for Fair Admissions vs. Harvard and UNC* on diversity initiatives in medical education
2. Describe the fundamental role of health equity in promoting social justice
3. Describe the relationship between a diverse health care workforce and equitable health care systems

For more information: <https://edhub.ama-assn.org/change-med-ed/interactive/18758707>

Increasing racial literacy in young children

Sesame Street and APA: How to integrate racial justice into your work with children

A webinar collaboration between the American Psychological Association and Sesame Street to integrate racial justice into work with children

"Building racial literacy is essential to thriving within the world as it is, while simultaneously striving to build an antiracist world."

Speakers:

Maysa Akbar, PhD, ABPP, APA chief diversity officer and interim chief of psychology in the Public Interest
Antonio Freitas, MS, Director of Educational Experiences for the US Social Impact team at Sesame Workshop

Link to webinar recording: <https://www.youtube.com/watch?v=qtwxsqyR4Wo>

Link to resources: <https://www.apa.org/topics/racism-bias-discrimination/race-kids-sesame-street>

National Strategy on Gender Equity and Equality

President Biden and Vice President Harris introduced the [National Strategy on Gender Equity and Equality](#). This strategy addresses barriers faced by historically marginalized groups including women of color, LGBTQIA+ people, those with disabilities, and everyone living with persistent poverty and inequality.

Recommended Podcast Episodes



"It's okay to say no. It is okay to set those boundaries. It just means you are saying yes to something else. You are prioritizing."

-Raji Koppolu, CPNP-PC/AC, MS, RN

"If you grow up with access and trust to only one demographic, with respect to race and ethnicity, you are going to be set back, especially those who are underrepresented, you are going to be set back naturally because of trust. You are automatically going to assume that those in power will not help you, let alone see you and that you are not entitled to anything. And even if they offer to help you, you wouldn't trust them because you never had it before."

- Carla Pugh, MD, PhD

[Listen to this Podcast](#)

The First Lady of Engineering: Lost Women of Science Podcast, Season 3, Episode 1



Yvonne Y. Clark, known as Y.Y. throughout her career, had a lifetime of groundbreaking achievements as a Black female mechanical engineer. The third season of the Lost Women of Science podcast begins at the start of her story, during her unconventional childhood in the segregated South

[Listen to this Podcast](#)