

Diversity, Equity, and Inclusion

June 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

Last week, Texas lawmakers joined Florida in passing a bill that will ban DEI programs at public universities. It is a good thing to resist bad trends; our department has a proud history of doing that. So I have some good news: we are launching a new DEI Funding program. This new program is a sign that we remain committed to infusing DEI across all missions and creating an inclusive and diverse culture. This is an opportunity to not only renew our commitment to DEI, but also to double-down on our actions.

New Diversity, Equity, and Inclusion Funding Program!

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.

Check out our updated DEI [website](#) 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) to be directed to online and in-person DEI 1.0-4.0 open sessions held by the WUSM Office of DEI.



Save the Date

St. Louis RACIAL EQUITY Summit 2023

The St. Louis Racial Equity Summit will take place IN-PERSON and virtually November 9-11, 2023. REGISTRATION INFO WILL BE AVAILABLE SOON!

The Washington University Clark-Fox Policy Institute has joined forces with the St. Louis Community Foundation, FOCUS St. Louis, Forward Through Ferguson, Freedom Community Center, A Red Circle, Regional Health Commission, InvestSTL, the United Way of Greater St. Louis and several other outstanding St. Louis area organizations to host the 2023 St. Louis Racial Equity Summit on November 9th - 11th.

This year's theme is "Together We Rise: The Power of Community."

Congratulations, Can Mişel Kılçıksız, M.D. Resident Physician PGY-3!

Kudos to Can Mişel who recently led a grant submission in 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". This grant is intended to support foreign national physician wellness at Washington University School of Medicine, thereby promoting successful clinical and cultural exchange for J-1 physicians and the delivery of quality patient care.

Thank you for your efforts to improve DEI and wellness at WUSM, Can Mişel! We have our fingers crossed that you do receive funding on this important effort!

Recommended Reading

Harvard Review of Psychiatry

Assessment and Treatment of a Deaf Patient with Alcohol Use Disorder—
Limitations and Special Considerations

"Mr. D is a 62-year-old, undomiciled, unemployed, single, Caucasian, deaf, American Sign Language (ASL)-using male with alcohol use disorder and chronic lower extremity pain. He was brought to the emergency department via an ambulance after being found lighting the contents of a garbage can on fire. Psychiatry was consulted because of his bizarre behavior and the concern for psychosis. This case report and subsequent discussions explore the unique considerations and limitations of assessing a deaf/Deaf patient along with treatment and complications of alcohol use disorder."

(Felhofer et al., 2022)

Thank you, Dr. Jessica Williams for sending us this recommendation!

[Read Article](#)

Recommended Reading

The Associated Press

Black kids face racism before they even start school. It's driving a major mental health crisis

"The drivers of the mental health crisis for Black children begin early and persist through a lifetime. Black children's first encounters with racism can start before they are even in school, and Black teenagers report experiencing an average of five instances of racial discrimination per day. Young Black students are often perceived as less innocent and older than their age, leading to disproportionately harsher discipline in schools." By Annie Ma

[Read Article](#)

Recommended Reading

In celebration of [Pride Month](#), the Office of Minority Health Knowledge Center is featuring a collection of recent peer-reviewed journal articles related to the health of LGBTQI+ communities. Topics include mental health, substance use, HIV testing and pre-exposure prophylaxis, and more.

The [National LGBTQIA+ Health Education Center](#) has a resource pamphlet for patients called [Sexual Orientation and Gender Identity Questions: Information for Patients](#).

It explains why health centers may ask about sexual orientation and gender identity, what these terms mean, and how the health center will protect their information.

The pamphlet also explains that collecting this information helps the provider offer culturally responsive care that focuses on the patient's specific needs.



Happy Pride Month

Supporting Health Equity For All

Pride Month is an annual celebration of the many contributions made by the LGBTQIA+ community to history, society and cultures worldwide. In most places, Pride is celebrated throughout the month of June each year in commemoration of its roots in the Stonewall Riots of June 1969. [Learn more about Pride and resources at the medical school on the WUSM ODEI website.](#)

[Pride Month Resources](#)

[Adapting Evidence-Based Practices for Under-Resourced Populations](#)

[Moving Beyond Change Efforts: Evidence and Action to Support and Affirm LGBTQI+ Youth](#)

[SAMHSA Releases New Data on Lesbian, Gay and Bisexual Behavioral Health \(6/13/23\)](#)

[Learn More](#)

Coming to Psychiatry in 2023

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