

# Diversity, Equity, and Inclusion

## November 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, Eric Lenze, MD

This week, the department welcomed, Jillian Peterson, PhD, a forensic psychologist, Professor of Criminology at Hamline University and author of, *The Violence Project: How to Stop a Mass Shooting*. In addition to Grand Rounds, Dr. Peterson led a community-focused presentation on mental illness & gun violence in which she discussed solutions, including holistic violence prevention, crisis intervention and de-escalation, and the promotion of mental wellness. Dr. Cynthia Rogers and Dr. Kristen Mueller (Division of Emergency Medicine and Physician Liaison for Life Outside of Violence program) served as panelists to address questions related to the work that WashU is doing to address the intersection of mental illness and gun violence. Thank you to all who participated! Serving our community by improving outreach, increasing access, and engaging stakeholders is an opportunity to make a meaningful difference in this area.

### Coming to Psychiatry in January 2024: Understanding Systemic Racism Training

In our continuing effort to uphold our commitment to Inclusion, Diversity, Equity, and Racial Justice, we are offering Psych-wide virtual training on Understanding Systemic Racism. Attendance is strongly encouraged for all faculty and staff. Trainees are welcome to attend although you are receiving this training in your curriculum.

Trainings will be delivered in a Zoom only format.

#### Dates:

January 23, 2024 @ 9:00 AM

January 24, 2024 @ 11:00 AM

January 30, 2024 @ 9:00 AM

January 31, 2024 @ 11:00 AM

Learn more about the curriculum and see a list of FAQs [here](#)

### Medical Student-led Community Screenings Help Address Health Inequities

by Kristina Saurewein

Dispensing health-care advice and offering information about community resources at the Greater St. Louis Hispanic Festival in September was Joshua McPhie, a fourth-year medical student at Washington University in St. Louis. McPhie, along with 10 other Spanish-speaking medical students, screened patients in the Kids Express Can, a mobile health-care clinic used by Washington University Physicians and operated by St. Louis Children's Hospital.

[Read more here.](#)



### High School Founded with Help of Med School Leader Receives Accolades

by Kristina Sauerwein



Hamza Jalal, a first year student at Washington University School of Medicine in St. Louis, tours the Collegiate School of Medicine and Bioscience in south St. Louis with his mentor and the high school's co-founder, Will Ross, MD, the medical school's associate dean for diversity. Jalal was part of Collegiate's inaugural class in 2012 and is the first alumna to enroll at Washington University School of Medicine. [Read more here.](#)



## Equity, Diversity, and Inclusion

INCLUSIVE LANGUAGE GUIDE, SECOND EDITION



This go-to resource aims to provide guidance on inclusive and affirming language in writing and conversation. The second edition includes new sections on body size and weight stigma, neurodiversity, gender-inclusive language related to pregnancy, and ableist language pervasive in everyday conversation. The updated guide also includes expanded definitions and terminology based on the latest psychological science and constructive input from subject matter experts among APA's boards and committees, membership groups, and divisions, as well as the ethnic psychological associations.



### NAACP St. Louis County Jazz Brunch

December 16, 2023 11:00 AM-2:00 PM at 191 West Port Plaza Drive St. Louis, MO 63146

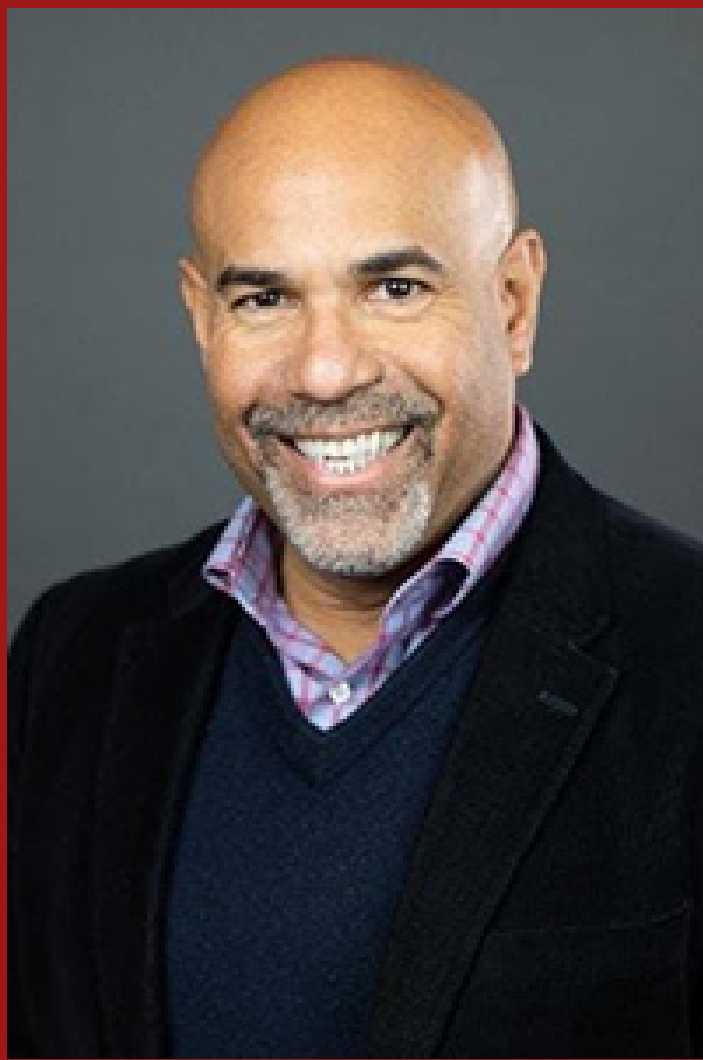
Join the St. Louis County NAACP for their annual Soulful Jazz Brunch Extravaganza! **Buy tickets [here](#).**

## Mayor Tishaura O. Jones Appoints Gilberto Pinela to Lead City's First Office of New Americans

by Nick Dunne

Gilberto Pinela has been appointed the new Director of the Office of New Americans.

This new office has been created to streamline resources to welcome immigrants and refugees making their way into the city. "Gilberto's experience and deep roots in the community will strengthen our partnerships so we can welcome more families who want to make St. Louis their home." Pinela's first day in office was November 5, 2023. Read more [here](#).



## Healthcare Advocate Brenda Battle Keynotes

### HG Phillips Lecture

by Ashley Winters

Brenda Battle returned to St. Louis to deliver the Homer G. Phillips Public Health Series keynote address and she offered a stirring message urging the region to reduce its healthcare disparities. The annual event carried the 2023 theme if "Anchoring Communities: A roadmap to Equity and Transformation in Marginalized Communities. Battle, who serves as Community Health Transformation Senior Vice President and Chief Diversity, Equity, and Inclusion Officer at the University of Chicago, discussed best practices to transform underserved communities into health-thriving neighborhoods. **Read more [here](#).**



## Reducing Ableism in Medicine and Research

Recently, NIH designated people with disabilities as a population with health disparities. The designation formally recognizes the importance of research advances to better understand the disparate health outcomes experienced by people with disabilities and to develop strategies to reduce these disparities. Read more [here](#).



Recommended Podcast:

### **How Much Does Discrimination Hurt the Economy?**

Freakonomics Ep. 480 by Stephen Dubner

“According to the National Association of Minority Auto Dealers, fewer than 2 percent of Ford Dealerships have a Black owner; barely 5 percent are owned by any minority. A recent paper by three economists looked at discriminatory hiring within Fortune 500 companies. They found that five of the top 10 discriminatory firms were auto retailers. These days, of course, many firms and institutions are trying to undo and reverse the discrimination that’s been the standard operating procedure for most of history. Many institutions have adopted a DEI program. This can often include a diversity mandate, with set targets for minority hires. This suggests a fundamental question: If discrimination can be costly to firms, what sorts of benefits can be created by diversity?” Hear more [here](#).

**Recommended by James Reddy** (he/him)

Professional Rater for the Department of Psychiatry

### **Missed DEI 1.0, 2.0, 3.0, or 4.0 Trainings?**

We understand that it might have been difficult for everyone to attend these 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 DEO1.0-4.0 open sessions held by the WUSM office of DEI.

## **Your input matters!**

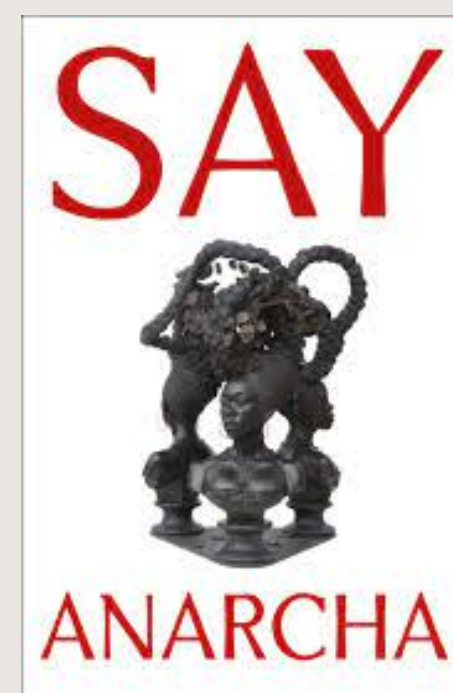
We invite you to share your suggestions on enhancing DEI in our department. Email us your thoughts and any DEI-related recommendations, such as podcasts, books, articles, or events. Your feedback is invaluable!

**Email us at: [deipsych@email.wustl.edu](mailto:deipsych@email.wustl.edu)**

### **Drop in Sessions: Special Perspectives — Mindful Connections**

December 14, 18, 2023 11:30 AM-12:00 PM

Reduce stress, increase focus and develop practical skills through our Mindful Connections drop-in sessions! A collaboration between Meg Krejci, Mindfulness Consultant and Erin Stamp, in the WUSM Office of Diversity, Equity, and Inclusion. Register [here](#).



### **Recommended Reading:**

Say Anarcha: A Young Woman, A Devious Surgeon and Harrowing Birth of Modern Women’s Health by J.C. Hallman excavates history, deconstructing the biographical smoke screen surgeon who has falsely been enshrined as a medical pioneer and bringing forth a heroic Black woman to her rightful place at the center of the creation story of modern women’s healthcare.

**Recommended by Christian Keegan** (he/him)

Coordinator, Payroll & Administration for the Department of Psychiatry