

Diversity, Equity, and Inclusion

December 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.

Content compiled by Department of Psychiatry DEI Leaders: Drs. Patricia Cavazos and Neha Navsaria, and Kavya Singh

Message from the Department Head, Eric Lenze, MD

Our department's DEI accomplishments in 2023 are impressive! We...

- held DEI 3.0 and 4.0 trainings
- sponsored faculty members to attend AAMC leadership conferences and participate in PROUD-MED
- established a cohort of DEI Advisors to enhance hiring processes and help to ensure an inclusive culture
- participated in a taskforce aimed at establishing best practices for equity in clinical care
- launched a new DEI Funding Program to support individuals in our department who are actively working to create positive change and address systemic barriers to equality; 4 teams comprised of 10 faculty and staff were awarded funding this year and we plan to announce another cycle of applications next year
- Plus, several of our trainees, faculty, and staff were awarded funding for other (non-department sponsored) DEI-related initiatives

There is more work to do in 2024:

- The results of the WashU Medicine-wide Climate and Culture Survey were released this week. I encourage you to review this excellent document which summarizes the findings and recommendations. Areas where improvements are needed include trust, communication, fairness, and inclusivity of women and members of URiM groups. The Executive Faculty has formed an Implementation task force to execute the recommendations of this task force
- We will be launching a Psychiatry-specific assessment in the new year to learn more about each of you about our own department
- Additionally, I will encourage you to attend the 4-part Understanding Systemic Racism training that Psychiatry is convening in January (more details below)

Finally, a big thank-you to our DEI leaders, Patty Cavazos-Rehg, PhD, Vice Chair for DEI, Neha Navsaria, PhD, Director of Mental Health Equity, Kavya Singh, DEI Project/Program Coordinator, and each of you for the work that is being done!

Coming to Psychiatry in January 2024:

Understanding Systemic Racism (USR) Training

In our continuing effort to uphold our commitment to Inclusion, Diversity, Equity, and Racial Justice, we are offering department-wide virtual training on Understanding Systemic Racism. Attendance is strongly encouraged for all psychiatry employees. Trainings will be delivered in a Zoom only format.

Dates:

Session 1: Why Are We Starting with Race?

January 23, 2024 @ 9:00 AM

Session 2: Race as a Social Construct

January 24, 2024 @ 11:00 AM

Session 3: Personal Identity Reflections

January 30, 2024 @ 9:00 AM

Session 4: History of Desegregation of the Medical Campus

January 31, 2024 @ 11:00 AM

We understand schedules may not permit time for every USR session, however, each session builds off of the session before. We highly encourage attending all sessions. Learn more about the curriculum and see a list of FAQs [here](#).

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@wustl.edu



Long-COVID clinic expanding reach to vulnerable metro, rural communities
by Marta Wegorzewska

Tanya Dotson (left) and Amy DeFranco, DPT, a Washington University physical therapist who provided Dotson with care early in her recovery from long COVID, embrace during a meeting on the Medical Campus in November that included community partners, patients, physicians and other care providers. The group met to kick off a collaboration led by Washington University School of Medicine in St. Louis and aimed at advancing long-COVID care in medically vulnerable and underserved communities in the St. Louis metropolitan region and rural Missouri. Read more [here](#)



THE JUST-IN-TIME CORE USAGE FUNDING PROGRAM



Institute of Clinical and Translational Sciences & CRE2 Partnership: The Just-In-Time (JIT)Core Usage Funding Program

The Center for the Study of Race, Ethnicity & Equity (CRE2) brings the research force of Washington University to study how race and ethnicity are integral to the most complex and challenging issues of our time. We are a cross-campus hub that galvanizes and incubates new research architectures and vocabularies, insurgent methodologies and practices, and novel interventions. Investigators interested in applying may first read the JIT Program Overview and JIT Application System User Guide [here](#), and then request a consultation by emailing cre2@wustl.edu. A meeting will then be scheduled to discuss the proposal before the investigator submits an application. Read more about this opportunity [here](#).



Mary Kimmel, MD
Assistant Professor and Director,
Perinatal Psychiatry Program
University of North Carolina –
Chapel Hill presents:
**“Pregnancy—A Critical Time for
Mental Health: Interrogating
Psychiatry with Microbiota-Gut-
Brain Axis and Autonomic Nervous
System Biomarkers”**
December 19, 2023
3:00 – 4:00PM CDT
Register [here](#).

The Importance of Being and Feeling Included

by Jennifer Holzhauser, MSW, LCSW

According to the AAMC, inclusion refers to how our defining identities are accepted in the circles that we navigate. Belonging evolves from inclusion; it refers to the extent to which individuals feel they can be authentic selves and can fully participate in all aspects of their lives. Inclusion is a state of being valued, respected and supported. At the same time, inclusion is the process of creating a working culture and environment that recognizes, appreciates, and effectively utilizes the talents, skills and perspectives of every employee; uses employee skills to achieve the agency’s objectives and mission; connects each employee to the organization; and encourages collaboration, flexibility and fairness. In total, inclusion is a set of behaviors (culture) that encourages employees to feel valued for their unique qualities and experience a sense of belonging.

Being and feeling included or belonging is an important part of how well we all are. Take a few minutes to think about how is this going for you? What are you doing to foster this for yourself and others you work with? What are ways that work to foster belongingness and how can we institute that on a daily basis?

You may also work to carefully and calmly respond to others so that they will feel safe to express themselves, validate other’s expressions of their identities, show and tell others that you value their unique contributions.



ST. LOUIS: Black Alumni Council's Annual (BAC) Holiday Party

Saturday, December 16, 2023 11:00-1:00

Clark-Fox Forum, Hillman Hall, St. Louis, MO

'Tis the season! You're invited to join the annual BAC Holiday Party. Celebrate the holiday season with alumni, friends, and family while enjoying music, good food, and some board and party games. They'll also be voting on the best holiday sweater. Enter the contest during check-in for your chance to win a fun prize!
Register [here](#).



Gateway to the East: China at the St. Louis World's Fair

Saturday January 27, 2024

The Gateway to the East exhibition examines how various groups of people, including American state officials, fairgoers, Chinese diplomats, members of the Chinese communities in St. Louis, and contemporary scholars and community historians, understand the meaning and legacy of the fair. Find more information [here](#).

2024 The Cabot Corporation - Xinsheng Zhang Lectureship at Washington University

Building the Future of Innovative Healthcare

U.S. Heartland China Association

WEDNESDAY, JANUARY 31, 2024 | 4:30 PM
CLARK-FOX FORUM, HILLMAN HALL

Washington University in St. Louis
McDONNELL INTERNATIONAL SCHOLARS ACADEMY



Featured Panelists

Former Governor Bob Holden
Chairman & President
U.S. Heartland China Association

Zhi Min Sim
Director of Partnerships & Strategy
Tsinghua Medicine - Tsinghua University

Min Fan
Executive Director
U.S. Heartland China Association

Tao Ju | Moderator
Professor, Computer Science & Engineering
McKelvey School of Engineering
WashU

A recommended article by Assistant Professor of WUSM Psychiatry Hannah Szlyk, PhD, LCSW.

The white racial frame of public health discourses about racialized health differences and “disparities”: what it reveals about power and how it thwarts health equity

by Lisa Bowleg

From Dr. Szlyk: “Dr. Bowleg is an expert in the application of intersectionality as a framework to guide health equity research. Her article demonstrates how certain public health discourses, especially those grounded in white racial frames, actually undermine health equity initiatives. It is important to name and recognize conditions for what they are (e.g., racism, stigma) rather than deferring to water-downed terms, and often more "comfortable," terms (e.g., disparity, social determinants).”

Read the full article [here](#) and thank you, Dr. Szlyk, for this great recommendation! - DEI Team

The Executive Faculty Task Force on Climate and Culture was charged with leading efforts to assess our learning and academic environments, and to identify aspects of our climate and culture that can lead to a negative atmosphere for women, people of color, and other vulnerable members of our community.

Their goal was – and still is – to improve and sustain a culture where everyone at Washington University is safe, supported and welcome. Two reports that detail the results of the Task Force’s work can be found [here](#).

HCS | Advance Behavioral Health Prevention California

ABHPC EVENT: Advancing Equity and Centering Communities

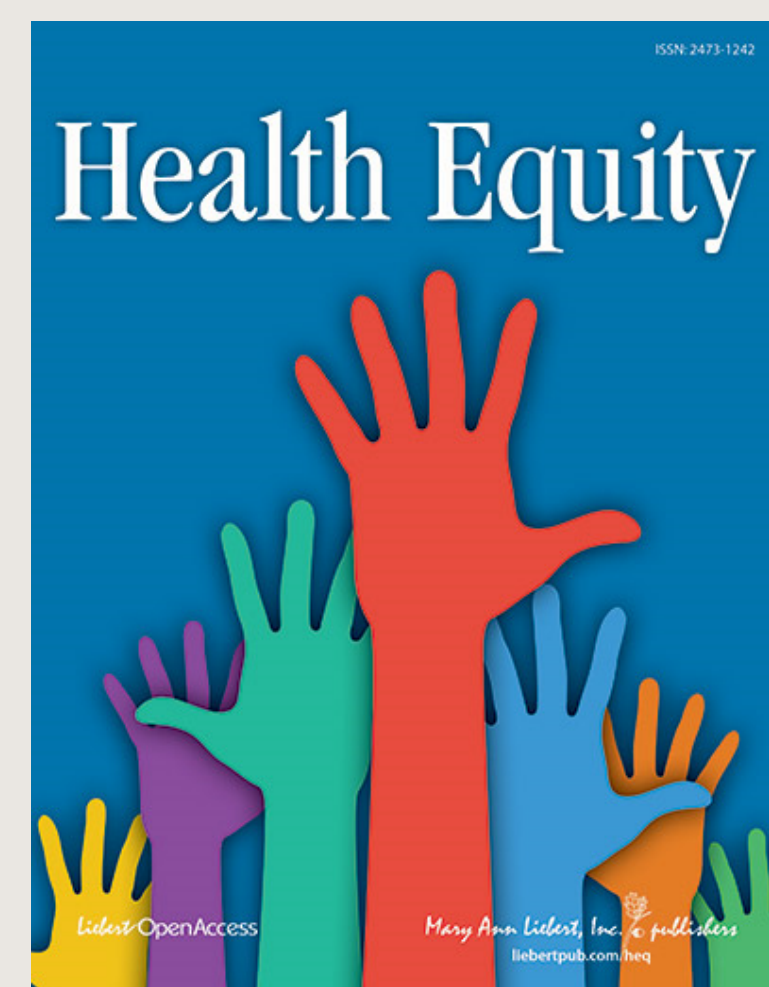
Date & Time: Jan 11, 2024 12:30 PM in Central Time (US and Canada). Click [here](#) to register.

Description: Successfully implementing substance use disorder (SUD) primary prevention programming that addresses the social drivers of health (SDOH) and is informed by a diversity, equity, inclusion, and belonging (DEIB) lens requires learning and unlearning about the structural determinants that fundamentally shape systemic inequities. This requires an understanding of the impacts of systemic racism and oppression, as well as how health disparities and inequities continue to impact historically marginalized communities at present day. This ABHPC training opportunity applies practical strategies that must be applied when working to center community voice, power, and knowledge in SUD prevention efforts in a truly equitable and culturally-informed manner. Participants will gain an understanding of the connection between SUD prevention and SDOH variables, and will further learn about associated impacts on trauma, social inequities, and systemic racism. This training will also explore strategies and approaches that support the development of a diverse, sustainable, and culturally informed SUD prevention workforce.

Following this training, participants will be better equipped to connect challenges that are associated with health inequities and systemic oppression with outcomes in SUD prevention strategies, as well as be able to identify ways to address these systemic barriers in their primary prevention work.

Thank you, Nancy Spargo, for letting us know about this training!

The NIMH is interested in expanding the pool of scientists that we engage to review applications submitted to our Institute. NIH is especially interested in including scientists whose participation can help to enhance diverse perspectives on our review panels and who represent a range of mental health research expertise. **If you are interested in being included in a directory that NIMH Scientific Review Officers reference when identifying potential reviewers, please submit an application at the following link: [NIMH Peer Reviewer Registration\(office.com\)](#).** For more information about serving as a reviewer, you can visit: [NIMH » Serving on a Peer Review Committee \(nih.gov\)](#).



Race Adjustment in Clinical Algorithms and Other Clinical Decision-Making Tools

A Special Issue of the peer-reviewed journal Health Equity focuses attention on the incorrect use of race and ethnicity in clinical algorithms in health care systems across the U.S. and internationally. The Special Issue is titled “Race Adjustment in Clinical Algorithms and Other Clinical Decision-making Tools.”

[Click here to read the issue now.](#)

Every year, the Washington University School of Medicine community honors Dr. Martin Luther King Jr. during a week of programming open to our campus and community. Events include keynote speakers, service opportunities, panel discussions, and more. [Click here](#) for more details.

MLK Week Commemoration 2024: Honoring Martin Luther King, Jr. as a whole human being!

Tuesday, January 16th at 12:00pm-1:30pm: WUSM DEI Update

MLK Week 2024 will commence with Dr. Sherree Wilson, Associate Vice Chancellor and Associate Dean for Diversity, Equity and Inclusion at Washington University School of Medicine, and others from the Office of Diversity, Equity, and Inclusion sharing the current state of diversity, equity and inclusion work on the Medical Campus. We are all excited to share updates about recent successes and provide an overview of what is ahead. This is a great opportunity to learn more about the Office of Diversity, Equity and Inclusion and how you can get involved or support our work on campus. Similarly, we will honor individuals awarded the

“Upstander Award” for their efforts in the WUSM **community!**

Wednesday, January 17th at 4:30pm – 6:00pm –Film Viewing

(co-sponsored by the Association for Black Biomedical Graduate Students + Black Postdoc Association)

TBA, please check back for more details.

Wednesday, January 17th at 4:00pm – 5:30pm – Keynote Panel: WUSM Leader Panel on MLK, Jr.’s Impact

Dr. King’s legacy in equity has influenced the field of medicine and public health. At the Convention of the Medical Committee for Human Rights held in Chicago in March 1955, Dr. King declared: “Of all the forms of inequality, injustice in health is the most shocking and the most inhumane.” In a 1961 annual report printed in the Nation entitled “Equality Now: The President Has the Power,” King called attention to “a considerable amount of discrimination” with regard to health and hospitalization. Consistent with what we might today describe as an antiracist stance, King influenced the fields of medicine and public health by being among the voices to suggest and champion specific changes in programs and policies that could reduce racial inequity in social determinants of health and health more broadly. This panel will have a group of WUSM Leaders reflect on how Dr. Martin Luther King, Jr.’s Legacy has impacted their practice as a leader in medicine and/or bioscience. Refreshments will be provided. Panelists will be announced shortly.

Friday, January 19th at 12:30pm -2:00 pm –MLK, Jr. Book Club Kickoff

TBA, please check back for more details.

You are encouraged to mark your calendars, look out for updates and share these opportunities with your colleagues and partners.

You can look for registration information on [events page](#).

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 sessions, please contact Tina Hoffman

(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.

Supporting First-Generation Medical Students— Improving Learning Environments for All

by Jean-Marie Alves-Bradford,MD1

The American Association of Medical Colleges (AAMC) has called to increase diversity within medical school classes, and research has shown that medical student and physician diversity is correlated with improved educational experiences and health care. Read more [here](#).