

Diversity, Equity, and Inclusion

January 2024

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

Many of us have been participating in this week's Understanding Systemic Racism sessions. The Zoom group format can be challenging for this topic. Wednesday's discussion was difficult and even disturbing at times. I appreciate that many of you provided feedback. We hear your concerns and are working together to address them as we move forward with DEI work in Psychiatry. Our Psychiatry DEI team has discussed this with the Office of DEI which will help them reshape the course, to the benefit of our colleagues at WashU Med. Next week concluded with a session on Personal Identity Reflection, on Tuesday, and History of Desegregation at the Medical Campus, on Wednesday.

Also, next month (February) is Black History Month. Check out some of the events featured in this newsletter! In mental health, many [Black trailblazers](#) have made a positive impact. I encourage you to read about these inspirational individuals.

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 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 sessions, 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

Statement of APA president marking Martin Luther King Jr. Day

"We must not become complacent," Cynthia de las Fuentes, president of the American Psychological Association, says. "Dr. King's commitment to equality, justice, and nonviolent social change remains a guiding force for our nation and the world. In his historic 1967 address to the APA Annual Convention, Dr. King challenged us, as psychologists, to contribute to the creation of a more inclusive and compassionate society. We must continue to advocate for mental health policies that address the needs of diverse communities and work towards eliminating systemic barriers that perpetuate disparities, even within our own profession." Read more [here](#).

Free non-CE Training Video on:

Culturally Competent Supervision

Enroll for FREE

offer expires February 6, 2024



Learn to understand your client's needs more deeply, assess your supervisees' cultural humility, and help them build self-awareness that fosters meaningful learning and growth.

with instruction by Dr. Sonja Sutherland, Ph.D., LPC, ACS, BC-TMH

Expert Content, No CEs

[Enroll here.](#)

NATIONAL ACADEMIES Sciences
Engineering
Medicine

Virtual Public Workshop: The Use of Race and Ethnicity in Biomedical Research

January 31, 2024 9:00 AM - 4:30 PM EST

The National Academies Committee on the Use of Race and Ethnicity in Biomedical Research will host a virtual public workshop to explore different research context in which race and ethnicity arise and new research approaches and alternatives to using race and ethnicity categories.

For more information on this study and virtual public workshop, visit the project webpage. If you have any questions or comments, please email

RaceInBiomedResearch@nas.edu

Thank you to Nancy Saccone, PhD, of the Department of Genetics for the recommendation!



**“Slavery in St. Louis”
Exhibit**

February 1 - 29, 2024

Johm M. Olin Library, Main
Lobby (1st Floor)

The famous Black abolitionist William Wells Brown once remarked, “No part of our slave-holding country is more noted for the barbarity of its inhabitants than St. Louis.” This exhibition tells the story of slavery in St. Louis through primary source documents, history images, and individual stories of enslavement across nine banners covering the founding of St. Louis from 1764 to the Reconstruction era. The *Slavery in St. Louis* exhibition also discusses how present-day institutions, including Washington University, are researching and working to address their historical entanglements with slavery. More information [here](#). This exhibition was organized by the Ulysses S. Grant National Historic Site.



Amanda Phingbodhipakkiya Lecture

Thursday February 1, 2024. 5:40 PM

Born in Atlanta to Thai and Indonesian immigrants, Amanda is a multidisciplinary artist, educator, and activist. Her work in sculpture, textile, public art, and ritual has reclaimed space in museums and galleries, at protests and rallies, on buildings, in classrooms, and on the cover of TIME. Her work examines the unseen labor of women, amplifies AAPI narratives, and affirms the depth, resilience, and beauty of communities of color. Amanda has been artist-in-residence with the NYC Commission on Human Rights and sits on the President’s Committee on the Arts and the Humanities where she advises the President on how art can foster community and well-being. More info [here](#).



Black History Month Celebration

Thursday February 1, 2024, 5:00 O 8:00 PM

Tisch Commons, 6475 Forsyth Blvd

Join the Department of African & African American Studies, the Center for Black Grads, African Student Association, Black Men’s Coalition, Association of Black Students and more for a night filled with fun, food, and history as we joyfully celebrate the commencement of another Black History Month. Stay tuned for additional details coming soon.



Distinguished Visiting Scholar: Heather McGhee

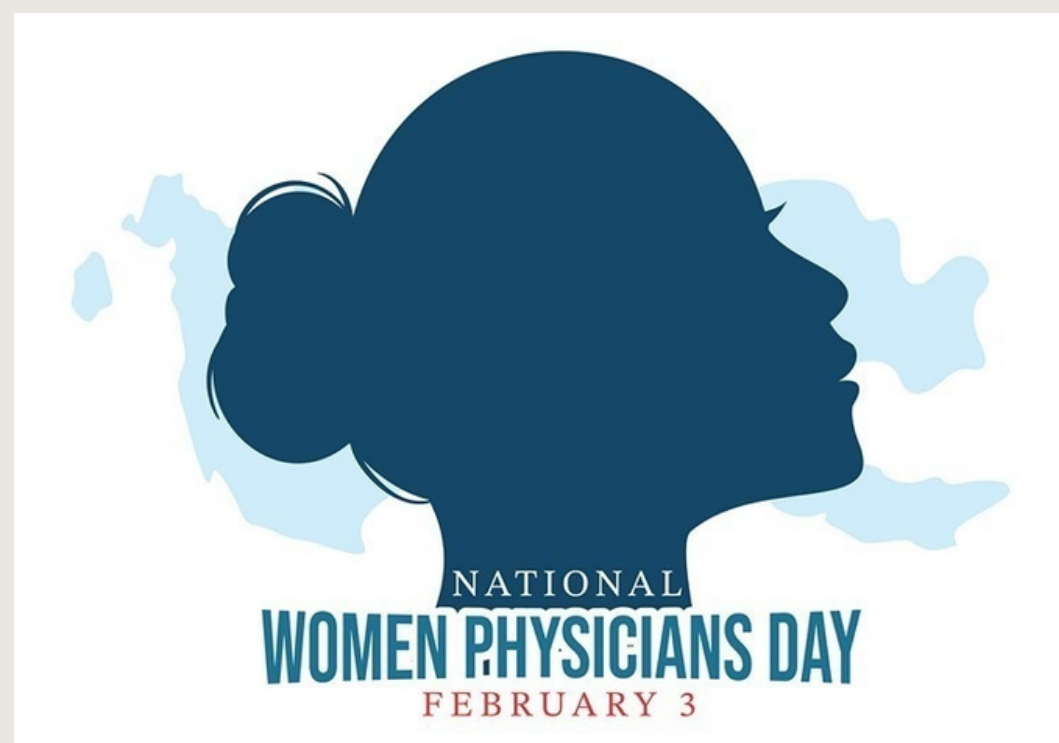
Thursday February 1, 2024, 3:00-4:00 PM | Fireside Chat,
4:00-5:00 PM | Reception

Danforth Campus, Umrath Lounge

The Center for the Study of Race, Ethnicity & Equity and our partners are proud to host Heather McGhee as a Distinguished Visiting Scholar. We are pleased to invite you to a fireside chat with [Heather McGhee](#). Heather designs and promotes solutions to inequality in America. Over her career in public policy, Heather has crafted legislation, testified before Congress and helped shape presidential campaign platforms. Her book, The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together, was a New York Times Bestseller and The Sum of Us was adapted into a [Spotify podcast](#) by Higher Ground, the production company of Barack and Michelle Obama. A private reception and book signing will follow this event.

Registration is required. Please [RSVP](#) by January 26, 2024

This visit is sponsored in part through funding from the [Office of the Provost](#): Distinguished Visiting Scholar Program. Co-sponsored by the [Weidenbaum Center on the Economy, Government, and Public Policy](#), [Clark-Fox Policy Institute](#), [Center for Social Development](#), [Here and Next](#).



National Women Physicians Day 2024" Women in Leadership Story Panel

Friday February 2, 2024. 3:00-5:00 PM

Eric. P Newman Education Center, Auditorium, 230 S. Euclid Avenue

Every career path has a story. Join us in honor of National Women Physicians Day as we celebrate and learn from the stories of women leaders at the Washington University School of Medicine in St. Louis. Networking and refreshments will follow the panel. Open to all members of the Washington University community including all faculty, students, fellows, residents, and staff. **Registration by Thursday February 1, 2024 is required.**



The VA Center for Clinical Management Research
And UM Michigan Center for Diabetes Translational Research
Joint Seminar Series for Health Equity Research
Welcomes



Melissa Creary, PhD, MPH

Assistant Professor
Health Management and Policy
Global Public Health
School of Public Health
University of Michigan

Presenting:

Toward What Justice?: Building an Infrastructure for Equity

Wednesday, February 7th, 2024

4:00pm – 5:15pm EST

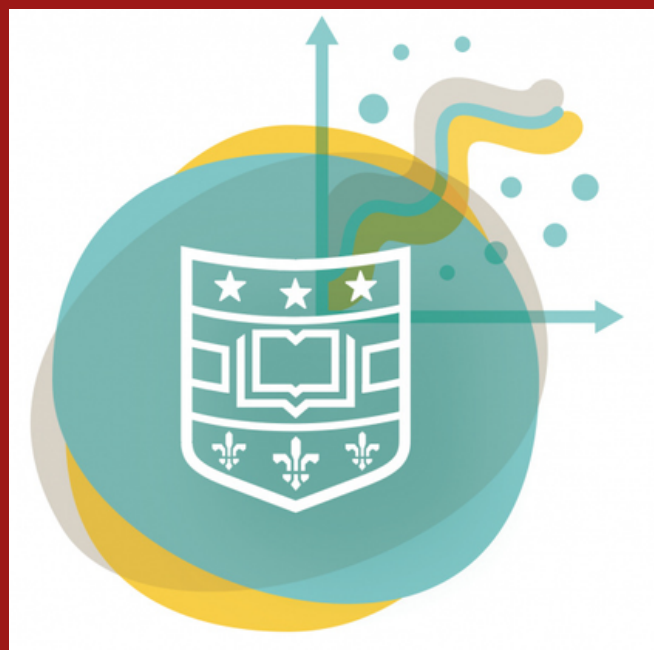
Join Zoom Meeting

<https://umich.zoom.us/j/98141740787>

Meeting ID: 981 4174 0787

Passcode: 980676

For additional information, please contact Pam Campbell pamcamp@umich.edu



Social Mixer TRIADS Initiative in Race, Power, Equity, and Justice

Thursday, February 8, 2024, 4:00 PM

Location: TBD

The primary objective of RPE&J is to initiate discussions with faculty members engaged in research at the intersection of technology, equity, and justice on and beyond Washington University's campus. Join us for a social mixer to initiate these important conversations. Refreshments will be served. **RSVP** to attend.



AFAS Featured Event: Jazz and Journaling

Thursday February 15, 2024, 6:00-7:30 PM

Location: TBD

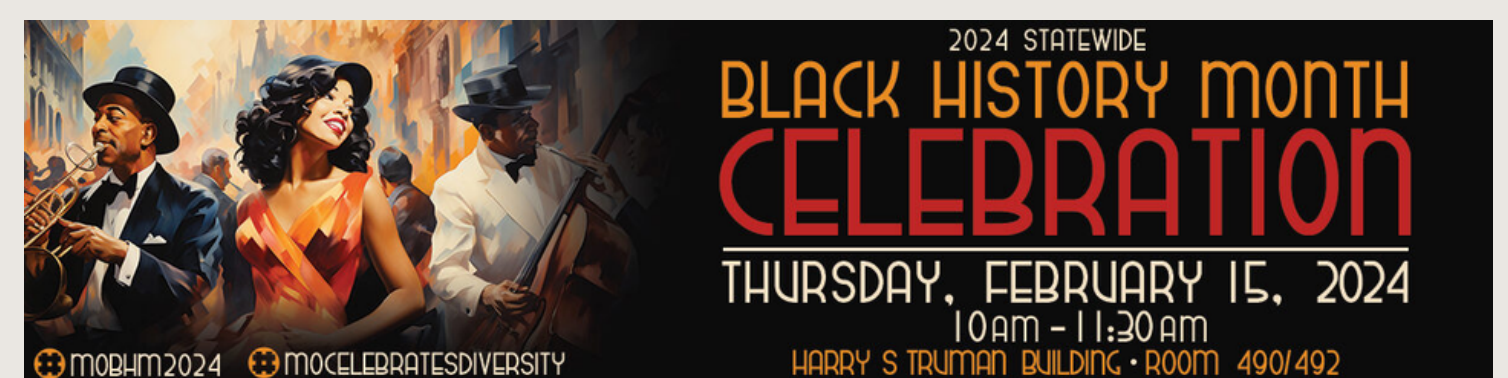
Take a moment to unwind while learning about the history of Black people and jazz music. Journals will be passed out during the event. Please RSVP so we can provide enough supplies! More information forthcoming! **RSVP** to attend.



2024 BLACK HISTORY MONTH SPEAKER SERIES

Open Classroom: Syphilis: An Infectious Disease Perpetuated by Social Inequities

Virtual Event
Register [here](#).



State Wide Black History Month Celebration

Thursday February 15, 2024, 10:00-11:30 AM

Virtual, Link [here](#).

The State of Missouri welcomes you to our 2024 Black History Month Celebration. Speaking at the celebration will be Judge Robin Ransom of the Missouri Supreme Court. There will also be a special performance by Dr. Alphonso Sanders. Honored guests are Missouri Governor Mike Parson and Missouri Lieutenant Governor Mike Kehoe.



2024 BLACK HISTORY MONTH SPEAKER SERIES

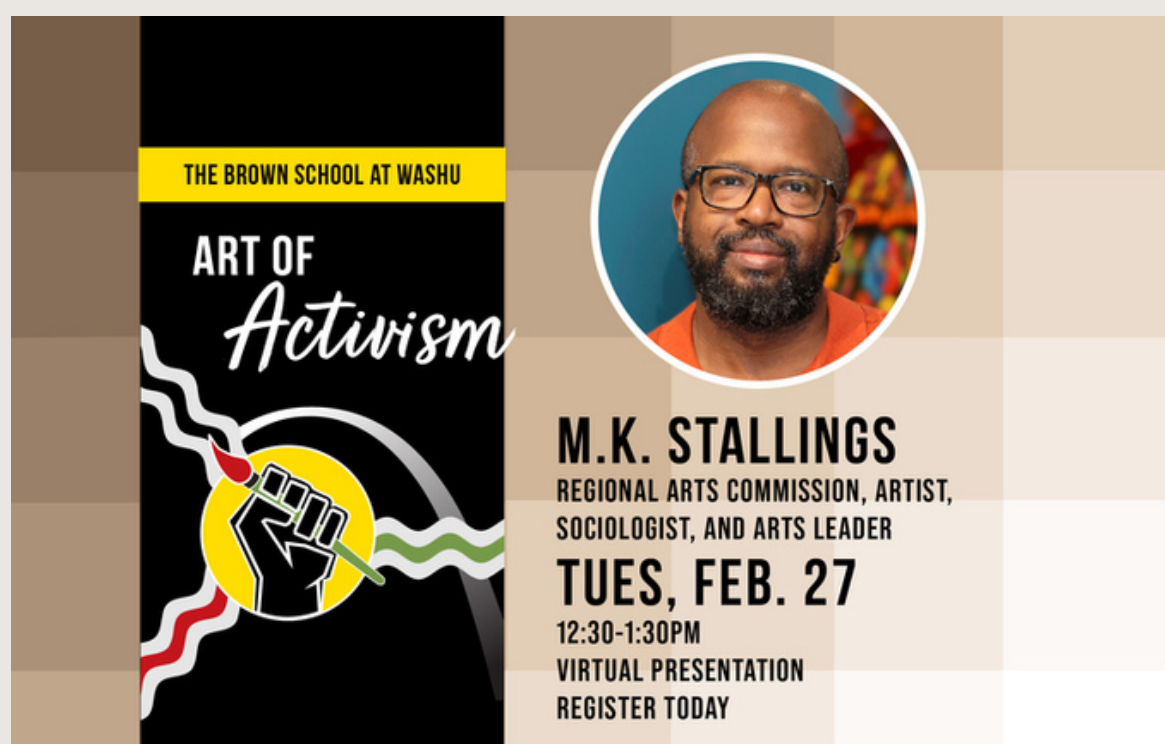
Open Classroom: The Last Word: Exploring Identity, Resistance, and Narrative Power in Art
 Thursday February 22, 2024, 12:30-1:30 PM
 Virtual Event
 Register [here](#).



Lift Every Voice: A Black History Month Celebration

Friday February 23, 2024, 7:30-10:00 PM
 Stifel Theatre, 1400 Market St.

Join Webster University's African American Alumni Chapter (AAAC) on February 23, 2024, at Stifel Theatre, for an evening with the UNISON Chorus and the St. Louis Symphony Orchestra to experience the power of Lift Every Voice: Celebrating Black History Month concert. Markings its 30th year in 2024, this annual tradition celebrates African American and African music traditions and their influence on St. Louis and the world through reflective and uplifting music. It is a night surely worth celebrating with your Webster University friends and family. Buy tickets [here](#) (\$30).



2024 BLACK HISTORY MONTH SPEAKER SERIES

Open Classroom, Black and Blue: Double Consciousness and the Black Artist
 Tuesday February 27, 2024, 12:30-1:30 PM
 Virtual Event.
 Register [here](#).

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.



New Data Brief Highlights Mental and Behavioral Health Disparities

The America's Health Ranking's "Health Equity in Focus: 2023 Mental and Behavioral Health Data Brief" from the United Health Foundation analyzed 15 mental and behavioral health measures across five subpopulation groups using data from four national public health surveys. Mental and behaviorial health disparities were observed across racial and ethnic groups, age, people with disabilities, and other subgroups. [Learn more](#). Download [brief](#) (PDF).

Building Mental Health Equity (MHE) Awareness

"Not everyone has the same opportunity to be healthy."

- Joyce Sackey, MD, Chief DEI Officer, Stanford Medicine

To advance mental health equity, we must first unpack and understand hwat it truly means to be equitable. What would it look like if we achieved equity in mental health? Related to Dr. Sackey's above quote, it is important to pause and reflect on what those opportunities, big or small, could be. Considering all factors that contribute to MHE is critical and result in more meaningful and sustainable change. To build a greater understanding and awareness of MHE in our department starting with our next newsletter, we will be highlighting different aspects of MHE every month. If you feel that there are steps that you, your team, lab or clinic have taken towards achieving MHE, we want to know! Please email us at deipsych@email.eustl.edu



Figure 1: You, after you fill out the survey.

Wellbeing Now!

We have a survey. We also know that time is valuable, especially yours. So, for the low-low price of a 10-minute survey about your wellbeing, you will be entered into a raffle for one of FIVE \$100 Visa gift cards (one per household please).

What are we asking you to do? It's been just over 2 years since we started the [Gateway2Wellness](#) project. Some of you might remember taking surveys, participating in focus groups, and even testing out the digital G2W platform that we've been working on to help link Wash U workers to mental health and wellbeing resources. We want to thank everyone who participated in any of those activities, tell you some of what we learned, and then...ask you some more questions. Email deipsych@email.wustl.edu for the link.

Speaking of PSYCHOLOGY™



AMERICAN PSYCHOLOGICAL ASSOCIATION

Speaking of Psychology, Episode 286: “Why Diversity Matters” with Robert Sellers, PhD
“the words ‘diversity, equity, and inclusion’ have become political flashpoints - but the science and evidence on why diversity matters is often ignored. Robert Sellers, PhD, of the University of Michigan, talks about why diverse groups lead to better outcomes and how psychologists’ research has informed our understanding of diversity in our schools, workplaces, and other institutions.” Listen or read the transcript [here](#).