

Diversity, Equity, and Inclusion

February 2024

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

Message from the Department Head, Eric Lenze, MD

There's an exciting exhibit called the "Desegregation History Wall" being installed right now at the BJC Institute of Health 2nd floor link. Sponsored by Office of DEI, it will highlight the history of segregation in our academic medical center and how efforts overcame that. It will be unveiled in mid-March, and I encourage you to take a look at it then.

Understanding Systemic Racism

Thank you to everyone who participated in the Department-wide Understanding Systemic Racism training hosted by the Office of Diversity, Equity, and Inclusion. Your feedback in the evaluations are so valuable as we consider next steps in the training we bring to the department. If you have any suggestions, comments, or discussion points you would like to raise with our department DEI leaders, please don't hesitate to reach out: deipsych@email.wustl.edu

Culture & Climate at WUSM Psychiatry

We want to take the time to check in on the wellbeing of our department - assess the needs of the folks we work with. To do so, we have a survey for everyone to take, to allow you the space to tell us how you're doing. In taking this survey, you'll also have the option of being entered into a raffle for a chance to win 1 of 5 \$100 gift cards. If you have not already taken the survey, please email us at deipsych@email.wustl.edu for the link.



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

You are doing a great service! Take time to show this in your patient notes.

"Since the rise of electronic health records in 1991, HIPPA in 1996, patient portals in 1998, and the first study done on OpenNotes in 2010, what we, as providers write in our notes has been an important topic. It is clear that what we write can impact the care that a patient/client receives from the next provider, that when we are over worked, stressed, tired we tend to write more negatively in records, and that patients/clients lost trust in us and the treatments plans we prescribe.

What about the toll that reading other providers' notes may have on us? Continuously encountering negative language in medical records can take a toll on the wellbeing of healthcare providers themselves. It can contribute to burnout, compassion fatigue, and feelings of helplessness, especially if providers feel overwhelmed by the severity of the their patients' conditions. Encouraging a balanced and empathetic approach to documenting patient/client information can help mitigate these negative effects.

So, do yourselves, your patients, your trainees and your colleagues a great service, by taking the time to check biases and for negativity in your documentation."

- Jennifer Holzhauser, MSW, Child Clinic Co-Director

Building Mental Health Equity

"Who can access AND benefit from an intervention?"
(Cobb, 2023)

There are numerous components critical to advancing mental health equity. This month our focus is on the idea of culturally competent mental health care. We often talk about improving access to care, but what happens if that care is not culturally competent or has not been validated on the populations to which we are extending access. Are we really moving equity forward?

A culturally competent mental health care provider "is able to consider how someone's culture, race, and ethnicity may influence their mental health, and the best way to treat them" (Fountain House, 2022). It means that you are willing to consider the way which intersecting identities, barriers, stigmas, and historical trauma have impacted populations overtime and taken a toll on their mental health. There are significant risks that can occur when a provider has bias or lacks cultural competence. "Not knowing, or asking, about a person's culture, history, beliefs, and intergenerational trauma, can lead to devastating mental health consequences, including misunderstanding, misdiagnosis, underdiagnosis, discrimination, and ultimately, ineffective, and misguided treatment" (Fountain House, 2022).

Resources on providing culturally competent care:

Racial & Cultural Diversity: Understanding Trauma and Intervention: This workshop provides a clinical overview of racial trauma and how to conceptualize its development in people of color, as well as an outline for effectively approaching clinical treatment of clients who have experienced racial trauma (free training/no CEs).

Anti-Racist Telehealth Practices for Racial/Ethnic Trauma Healing: This presentation will highlight existing trauma-focused, evidence-based, and community-centered practices that can be tele-adapted to help BIPOC clients heal in their racial/ethnic trauma. Strategies for effective assessment and intervention of racial/ethnic trauma using video, audio/phone, app-based, and internet platforms will be discussed (free training/no CEs).

Improving Cultural Competency for Behavioral Health Clinicians: Sponsored by The Office of Minority Health's Think Cultural Health initiative, this e-learning program is to help behavioral health professionals increase their cultural and linguistic competency. (free training/CEs provided)

Decolonizing Mental Health (PBS): this series dismantles the racism that underscores the mental healthcare industry. By focusing its gaze on the transformative work of therapists and individuals of color, it calls for redress of the ways in which we define psychiatric illness and health.

- Dr. Neha Navsaria, Director of Mental Health Equity

What can culturally competent care look like? Tune in next month to to read more about initiatives happening within our own Department of Psychiatry!

Equity-Centered Design Thinking

Join us for a seminar followed by interactive discussion with three design experts

[REGISTER HERE](#)

March 1st, 2024, 1 - 3pm
Washington University in St. Louis

Keynote **Alessandra Bazzano**
Associate Professor
Tulane University



Penina Acayo Laker
Assistant Professor
Sam Fox School



Liz Kramer
Lecturer
Sam Fox School



Equity Centered Design Thinking

To get more information and register, check out this [website](#).



Diversity, Equity, & Inclusion Talk - Malleable Identities & Contexts

Sarah E. Gaither, PhD Department of Psychology Duke University

Monday, March 4, 2024, 4:00 PM

Wilson Hall Arts and Science Room 214

We all have multiple identities - race, gender, age, sexual orientation, occupation, etc. However, psychology research has traditionally focused on the effects stemming from one identity (i.e. race OR gender), rather than trying to measure how belonging to multiple groups may actually shift our behavior. With today's society becoming increasingly diverse, it is important for research to consider the contexts in which our identities are made more versus less salient. In her talk, inclusive of child and adult participant samples, Dr. Gaither will explore how belonging to multiple groups and how diversity in one's social context shapes how we respond to identity-relevant threats and how we see others. Find more information here.



The Burden of Depression in Low-and-Middle-Income Countries and the Implementation of Evidence-Based Treatments Delivered by Non-Specialists to Treat Common Mental Disorders in Kenya

Tuesday, March 5, 2024, 12:00 PM-2:00 PM

Brown Hall

Dr. Muthoni Mathai is an Associate Professor at the Department of Psychiatry at the University of Nairobi. She is a clinician and researcher having graduated as a doctor from the University of Nairobi in 1983, awarded a Master's degree in Psychiatry (M. Med Psychiatry) at the same university in 1990. She has a PhD in Psychiatric Social Work awarded in 2005 at the University of Kassel in Germany as a recipient of a scholarship by the Heinrich Boell Foundation.

In 2007, she returned to Kenya to take up a teaching position at the University of Nairobi, Department of Psychiatry, Faculty of Health Sciences, where she continues to engage in mental health research and capacity building. Find more information here.



Woman and Diverse Owned Business Marketplace (Medical Campus)

Wednesday, March 6, 2024, 11:00-3:00 PM

Eric P. Newman Education Center

Celebrate Women's History Month and meet local diverse-owned St. Louis businesses for a Marketplace event on WashU's campus. We will welcome 40+ vendors ranging from handcrafted items, food, and services. A lot of participating vendors will be added soon. Find more information here.

Vice Provost for Faculty Affairs & Diversity

Woman and Diverse Owned Business Marketplace

- Danforth Campus, March 5, 2024, Risa Commons
- Medical Campus, March 6, 2024, EPNEC
- Details and RSVP in email below

The Annual Town Hall on Danforth Campus Faculty Gender Equity

- Remarks by Dr. Kia Caldwell, Vice Provost for Faculty Affairs and Diversity
- March 6 from 12:00 – 1:00 pm
 - Danforth Campus, DUC 276
 - RSVP link available below

Melanie Ho Keynote Presentation "Real Talk" about What Women Face at Work.

- March 26 from 4:30 – 5:30 pm
- Danforth Campus, Clark-Fox Forum (Hilman Hall)
- Details and RSVP in email below

Spectrum Awards - Nomination Deadline: TOMORROW, FRIDAY, FEBRUARY 23rd

WashU's annual Spectrum Awards nominations are now open. Previously known as the Holobaugh Awards, the Spectrum Awards recognize Washington University students, staff, and faculty, and St. Louis community members who live and lead authentically and perform direct advocacy and service to LGBTQIA+ communities. See details in forwarded email below.

RSVP here for Danforth Campus.

RSVP here for Medical Campus.

RSVP here for Keynote Presentation.



A Conversation with Salwa Abu Ghali in Jenin

Wednesday, March 6, 2024, 12:00 - 1:00 PM

Virtual Event

Salwa Abu Ghali is a Palestinian resident of Jenin refugee camp who works with the refugee organization NaTakallam. Salwa considers herself a cultural ambassador for Palestine to the world, and loves passing on Palestinian recipes and other tangible aspects of her heritage. Since the conflict broke out in Gaza, where much of her mother's family live, the West Bank has become a militarized zone, with incursions every couple of days. Join the conversation for an opportunity to hear Palestinian views on the conflict. More information here.



2024 American Association of Hispanics in Higher Education (AAHHE) Annual Conference

Register by February 29, 2024 for the March 13-March 15 conference. More information here.



The Use of Race and Ethnicity in Biomedical Research

Thursday, March 14, 2024, 1:00-3:30 PM

Virtual Event

A committee from the National Academies will host a virtual public session to hear research participants' experiences with the use of race and ethnicity in research and explore suggestions from community groups for improving the utilization of race and ethnicity in research. Register here.

Amplifying Voices and Building Bridges: Toward a More Inclusive Future

Monday, March 18, 2024, 8:30-5:00 PM

Virtual Event

This symposium will focus on NIMH's role in society and feature presentations from health equity, sociology, psychiatry, and public health experts. It will bring together people living with mental illness, clinicians, and communities to reflect on past and present challenges in mental health research and chart a more inclusive path forward. Key themes include inclusion in research, disparities in health and access to care, and diversity in the mental health workforce. Registration is required for attendees. More information here.



2024 STL African Film Festival
Friday, March 22 - March 24, 2024
Brown Hall

The Department in African & African American Studies, Film & Media Studies and the African Students Association partner to present the African Film Festival to the Washington University and larger Saint Louis communities. The festival showcases films, less than two years old, that have fared well at international festivals. Find more information here.



IDEACON - DEIA Reimagined: A Career Symposium on Inclusion & Equity for Young People

Saturday, March 30, 2024, 9:00-7:30 PM
Clark-Fox Forum, Hillman Hall

Know a high school student of college undergrad? This free day-long event for high school junior through college seniors aims to introduce attendees to diversity, inclusion, and social equity competencies and career paths. Students will get prepared for the workplace and be empowered to make a tangible impact in the St. Louis region. Register by March 1, 2024 for free admission.

After affirmative action, med ed forges plan to increase diversity

"While there was general improvement in a number of underrepresented populations (applicants who were American Indian or Alaska Native saw a 14.7% rise in medical school matriculants, while there was a 0.1% drop in Black matriculants), the overall trajectory is not steep enough," according to David Henderson, MD, the AMA's vice president for equity, diversity, and belonging in medical education. The diversity trajectory in the wake of the affirmative action ruling, Dr. Henderson added, is likely to change in a way that negates any recent gains. As for the road ahead, Dr. Henderson offered some insight on how organized medicine might act to stem the chilling effects of the high court's ruling. Continue reading here.

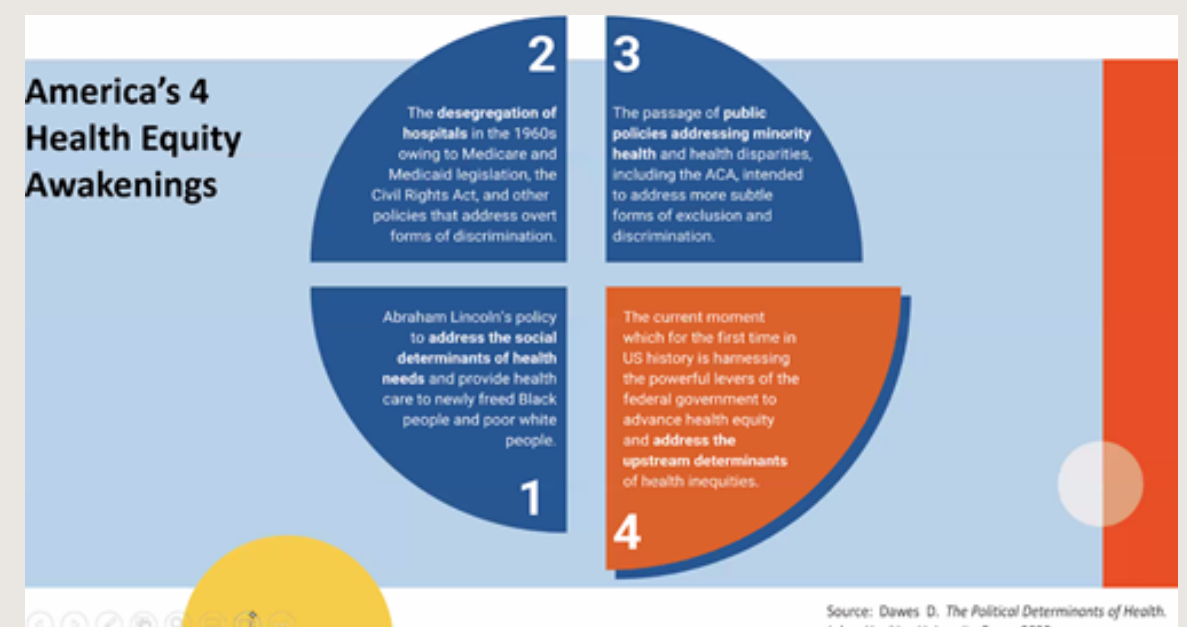


Gender Equity Month Keynote Speaker: Melanie Ho

Tuesday, March 26, 2024, 4:30-5:30 PM

Clark-Fox Forum, Hillman Hall (Or virtual via Zoom)

"Real Talk" about What Women Face at Work. Many professional women are familiar with the advice to lean in, but what about the obstacles that make it hard to do so? All too often, the "real talk" about the challenges that professional women face happens behind closed doors, which make sit difficult to navigate and understand our experiences. This session, based on Melanie Ho's award winning book *BEYOND LEANING IN*, is an engaging and empowering discussion that can include women and allies partnering together for gender equity. We'll explore systemic and cultural obstacles that need to be overcome to create more equitable environments where all professional women can thrive. Register here.



America's 4 Health Equity Awakenings

Dr. Dawes, a renowned policy expert and advocate for equitable health care policies, makes the linked between historical racism and other structural inequities, modern policies, and health care outcomes. This talk summarizes scholarly work from this 2020 book *The Political Determinants of Health*. Find a recording of his talk here.

Thank you to Dr. Eric Lenze, Department Head, for the recommendation!

New Class of Diversity Advisors

Interested in being part of diversifying the hiring process? Join our Diversity Advisor team! We have one class underway that has been really valuable in working with hiring managers and being the DEI lens in the hiring process. If you're interested in being part of the next group, contact us at deipsych@email.wustl.edu.

Socioeconomic insights shift hiring views

"Socioeconomic disadvantages early in life can undermine educational achievement, test scores, and work experiences. In this way, inequality can undermine equal opportunity," said lead researcher Daniela Goya-Tocchetto, PhD, an assistant professor of organization and human resources at the University of Buffalo - State University of New York. "Yet when we evaluate the fairness of merit-based processes, people tend to ignore this broader context and the effects of inequality." Read more here.