

# Diversity, Equity, and Inclusion

## July 2024

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

### Message from Eric Lenze, MD, Head of Department

Our inclusive culture and ensuring that all faculty, staff, and trainees feel safe, welcome, and supported remains a priority. On July 17th, the Climate & Implementation Task Force announced a newly implemented simplified process for reporting unprofessional or inappropriate behaviors via the [Supporting a Fair Environment \(SAFE\)](#) program's online portal. SAFE also provides a means to celebrate members who demonstrate behaviors that create a positive climate and culture; you can [recognize them through the Accolade link in the SAFE portal](#). I encourage you to familiarize yourself with this portal.

### DEI Speaker Sessions

Thank you to everyone who joined our DEI Speaker Session with Dr. Devin Banks on "Developing reciprocal partnerships with communities traditionally harmed by and excluded from research." You can find a recording of the session from July 10, 2024 [here](#). Please join us for our next session on August 28, 2024 with Dr. Jessica Williams, Psychiatry Resident PGY-4, on "From Stigma to Support: Ableism in Medicine" at 11:00 via Zoom. You can register for the event [here](#). Find a flyer attached. Please do share with any colleagues who may be interested in joining. If you have any questions about the upcoming session or have suggestions for future speakers or topics, please contact Kavya Singh ([kavyas@wustl.edu](mailto:kavyas@wustl.edu)).

### Building Mental Health Equity: Community Engagement with Neha Navsaria, PhD

"In practice, community engagement is a blend of science and art. The science comes from sociology, public policy, political science, cultural anthropology, organizational development, psychology, social-psychology and other disciplines. It also comes from organizing concepts drawn from the literature on community participation, community development, constituency building, and community psychology. The art comes from the understanding, skill, and sensitivity used to apply and adapt the science in ways that fit the community and the purposes of specific engagement efforts" ([Principles of Community Engagement: Second Edition](#), ATSDR, 2011).

Community engagement involves taking a strategic approach to an organization's community-based stakeholders ([Simple Stakeholders, 2023](#)). The quote above highlights the many complexities involved when one engages in this process. This process is important for mental health equity because it engages, empowers and elevates the voices of the community. True community engagement "should involve local populations in all aspects of decision-making, policy development and implementation to strengthen local capacities and community structures as well as to improve transparency, accountability and optimal resource allocations across diverse settings" ([United Nations Community Engagement Guidelines on Peacebuilding and Sustaining Peace, 2020](#)).

### Unity in Wellness with Jennifer Holzhauer, MSW, LCSW

It is well known that your cultural background can significantly impact your mental health in various ways:

- Stigma and Perception of Mental Health: Different cultures have varying perceptions of mental health and illness.
- Coping Mechanisms: Cultural background influences how people cope with stress and mental health challenges.
- Expression of Symptoms: Cultural norms dictate how individuals express their emotions and symptoms of mental illness.
- Cultural Beliefs and Practices: Cultural beliefs and practices can shape attitudes towards mental health.
- Identity and Discrimination: Cultural identity and experiences of discrimination or marginalization can impact mental health.
- Family Dynamics: Cultural background influences family dynamics and expectations, which can affect mental health.

If you are lucky enough to have culturally diverse groups of people around you, some of the many ways you can benefit is that it provides exposure to folks who may have different experiences with mental health, to create acceptance of flexibly responding to any difficulty with mental health and adding more ways of taking care of yourself.

### WashU Medicine Climate & Culture

The Climate & Culture Implementation Task Force continues to make progress toward implementing a series of recommendations aimed at fostering a more inclusive climate and culture on the WashU Medical Campus. These [recommendations were shared with the WashU Medicine community in December](#) and the [progress can be tracked here](#).

## WUSM Psychiatry Diversity Advisor Spotlight: Dr. Emma Johnson

### Meet one of our Psychiatry Diversity Advisors, Emma Johnson, PhD!

“I was invited to join the DA program by my division director, Dr. Cavazos-Rehg, and the DEI coordinator, Kavya Singh. I was excited to get involved and support WUSM’s DEI initiatives through the DA program. I think the DA program is helpful for increasing awareness of what an inclusive job posting looks like, and, conversely, what are terms or phrases that may drive applicants away and contribute to exclusionary hiring practices. Practically speaking, Diversity Advisors can help edit job summaries to be more inclusive, sort through potential candidate resumes, and provide interview questions that address an applicant’s perspective on DEI. I am relatively new to the program, but so far, I have been connected with a hiring manager and shared the ways that I could help them as a DA (review job summary, help look through resumes, and provide DEI-related interview questions). I have really enjoyed working with and learning from others in the program, and from guest speakers through the DEI Speaker Series.”

## We Need More Black Women in the Biomedical Sciences

*By Julia Omotade, PhD, Sr. Science Policy Specialist*

“Promoting the health of the research environment for Black women is not simply a task for Black women, but rather, the biomedical community at large... We are an inflection point in society: Black women in higher education, particularly those who champion an equitable, inclusive, and diverse workplace, are under attack. In these times, we must rely on voices – voices that have been stifled or silenced – to guide the way.

The worthy fight to build a scientific workforce that represents the U.S. populations necessitates that we stop and find a way to listen.” Read more of the Association of American Medical Colleges article [here](#).

## Art and Imagination in Spanish America, 1500-1800: Highlights from LACMA’s Collection

*June 22, 2024 – September 1, 2024 | 10:00 AM – 5:00 PM  
Saint Louis Art Museum | \$12*

Running from June 22 to Sept. 1, Art and Imagination in Spanish America, 1500-1800, features more than 100 works drawn from the Los Angeles County Museum of Art’s notable collection of Spanish colonial art, which has largely been formed in the last 15 years. The paintings, sculptures and decorative arts on view underscore the generative power of Spanish America and its central position as a global crossroads. While acknowledging the profound violence that marked the process of conquest and colonization, this exhibition explores the intricate social, economic and artistic dynamics of these societies that led to the creation of astounding new artworks that were widely sought after and shipped around the world. Find more information [here](#).

## Let’s Talk St. Louis City Earnings Tax and “Hybrid” Remote Work Reimbursement!

LINK: <https://financialservices.wustl.edu/wfin-topic/payroll/tax-withholdings/>

What is this? Individuals who are not St. Louis City residents and work both within and outside of the City of St. Louis are eligible for partial exemption if they can demonstrate that a percentage of their wages are for services performed outside the City of St. Louis.

I think I qualify: Ready to learn more information about refund eligibility, documents/paperwork, and next steps? Check out the section titled: St. Louis City Earnings Tax – NEW!

I have questions about the reimbursement process: Please read through the sections mentioned/linked above and if more questions exist, connect with the payroll team at: [payroll@wustl.edu](mailto:payroll@wustl.edu). Additionally, this will be a process you work with your manager on to complete paperwork and verify key information, so please loop in your direct supervisor as soon as you begin. If your manager has changed during the time periods mentioned, both will likely need to be involved, based on dates of work performed.

I don’t see information I am looking for: This is a developing situation, so as WashU Finance and Payroll teams learn more, this site will be updated.

## Women in Medicine Make Gains, but Obstacles Remain

*By Patrick Boyle*

“There are multiple inflection points in women’s career trajectories where academic medicine’s traditional way of compensating faculty disadvantages them,” says Gottlieb, author of Closing the Gender Pay Gap in Medicine: A Roadmap for Healthcare Organizations and the Women Physicians Who Work for Them. For example, “Research consistently shows that women earn less than their male counterparts right out of training. In setting salaries, there is often a considerable difference between the dollar amounts at the low and high ends of the benchmark ranges, allowing organizations a wide berth in determining compensation.” Read more of the Association of American Medical Colleges article [here](#).

## SerbFest 2024

*August 2-4, 2024 | 5:00 PM – 10:00 PM*  
Holy Trinity Serbian Orthodox Church | Free  
Celebrating Serbian culture, food and traditions, SerbFest returns to St. Louis from August 2-4, 2024. Find more information [here](#).

## Shimmering Silks: Traditional Japanese Textiles

July 24, 2024 – October 20, 2024 | 10:00 AM – 5:00 PM

Saint Louis Art Museum | Free

Shimmering Silks: Traditional Japanese Textiles celebrates 18th- and 19th-century silk pieces from the collection of the Saint Louis Art Museum, which has been collecting fine Japanese textiles for more than a century. Some were purchased by the museum while others were generously given by patrons and donors over decades. Some of the earliest silk textiles in Japan show the influence of Chinese patterns and designs, but over time, the Japanese developed their own unique body of garment types and symbolic motifs. The main centers of traditional silk textiles in Japan were the old imperial capitals of Nara and Kyoto, supplying a clientele that included the imperial family, members of the hereditary nobility, feudal lords and ladies, high-ranking Buddhist clergy and the uppermost echelons of civil society. Read more about the showcase [here](#).

## The Beauty of a Black Man Loving Black Men – Tiélere Cheatem

July 24, 2024 – August 24, 2024 | 10:00 AM – 4:00 PM

Saint Louis Artists' Guild | Free

The Beauty of A Black Man Loving Black Men is a series that explores the tender and often overlooked aspect of Black male affection and romance. In many communities, discussions surrounding Black men loving each other romantically remain scarce due to societal taboos and stereotypes. Find more information [here](#).

## Healing Ourselves Part 1 – Uncovering Implicit Bias Through Mindfulness

August 6, 13, & 20, 2024 | 8:30 AM – 9:30 AM

Virtual

In this three part series, participants will use mindfulness practices to uncover biases within themselves to support their work towards positive change. Our brain focuses on protecting us and can inhibit our ability to learn into discomfort of acknowledging bias and staying in difficult discussions. We are better prepared to be partners in the work for positive social change when we: 1) practice ways to manage our “fight/flight/freeze” response and 2) Understand how our perceptions impact our ability to change agents. Learn more about this event hosted by the WUSM Office of Diversity, Equity, and Inclusion [here](#).

## Festival of Nations

August 24-25, 2024

Tower Grove Park | Free

At Festival of Nations in Tower Grove Park, we celebrate the myriad cultures that make up the Gateway City, honoring each other's individuality, rejoicing in our differences and cultivating a more prosperous region for all. Bringing an energy that you can't find anywhere else, Festival of Nations, produced by the International Institute of St. Louis, is the region's largest multicultural event of the year, representing more than 75 nations. Originating in 1934, the two-day festival is open to the public and attended by more than 100,000 people. Here, you can ignite your senses with cuisines from around the world, dance to music spanning genres, shop international and local arts and goods and do it all with purpose. When people from different cultures gather to share food, music, art and traditions, we get to know each other on a deeper level. We create a spirit of unity where every culture is seen as special and no culture is truly foreign. Find more information [here](#).

## Japanese Festival

August 31 – September 2, 2024 | 9:00 AM – 9:00 PM

Missouri Botanical Gardens

Spotlighting and celebrating history, culture, and people of Japan, the Japanese Festival the Missouri Botanical Gardens is one of the oldest and largest of its kind in the U.S. Every year, thousands of visitors flock to the garden to absorb the traditional Japanese art, food, and entertainment on display. If you have time, consider taking one of the special tours offered in conjunction with the event. Find more information [here](#).