

Diversity, Equity, & Inclusion at WUSM Psychiatry

April 2022

In this newsletter, we aim to provide you with the latest updates related to Diversity, Equity, & Inclusion (DEI) occurring in our Department of Psychiatry and beyond. This newsletter will be distributed every other month. We will also provide an update on DEI events every other month.

Psychiatry Listening Sessions

Drs. Cavazos and Navsaria will plan to continue hosting Psychiatry-focused DEI listening sessions.

The purpose of these sessions is to provide you with an opportunity to ask DEI-focused questions, propose ideas, express concerns, etc.

Session 2 will take place on **April 25th** at 9-10am
Zoom link:

<https://wustl-hipaa.zoom.us/j/97194216124>

New Diversity, Equity, and Inclusion (DEI) Resources from the Research Development Office (RDO) at Washington University

The Research Development Office (RDO) announces new resources for building diversity, equity, and inclusion (DEI) through research activities and proposals. The new [website](#) provides guidelines to adopt practices and develop plans to address long-standing and emerging challenges in DEI. The website introduces:

- [Need for Diversity, Equity, and Inclusion Plans](#)
- [Research Elements to Strengthen DEI](#)
 - [Who leads the research](#)
 - [Who trains through conducting the research](#)
 - [What institutions collaborate on the research](#)
 - [How the research develops new training and mentorship](#)
 - [How the research connects to community, campus, and national DEI work](#)
- [Useful resources at Washington University and beyond](#)

For guidance on developing DEI plans in your research application, please contact Kurt Thoroughman, PhD at thoroughman@wustl.edu.



Community Discussions: Washington University School of Medicine's Commitment to Anti-Racism Statement

Apr 27, 2022, 11:00 a.m.-12:00 p.m. Zoom (Virtual)

This session is hosted by the Office of Diversity, Equity and Inclusion (DEI) at WUSM. In early 2021, the Executive Faculty of Washington University School of Medicine approved a "WUSM Leadership Commitment to Anti-Racism Statement," naming racism as a public health crisis and committing to address racism within our institution, policies, and educational frameworks. The commitment includes a campus wide anti-racism curriculum aimed at building the capacity of our community to do the work of anti-racism as individuals and as an institution. The Office of DEI at WUSM is hosting one hour community discussions for WUSM community members to learn more and talk about the statement, what it means to them and how you can be involved in this important transformation initiative. [Learn More](#)

What Does it Mean to Be Here, Now?

April 19, 2022 • 2:30 pm, Virtual Meeting on Zoom

The Academy for Diversity, Equity, and Inclusion will provide an open facilitated discussion on current events as an opportunity for staff and faculty to reflect, process, and begin a discussion about current events. In this interactive Zoom-based session, participants will practice listening strategies and reflect on how current events are, or might impact climate and culture in respective areas of the institution. Register for this event [here](#).

1.0 – 4.0: Fundamentals of Diversity, Equity and Inclusion

This series of four one-hour training sessions introduces participants to the fundamentals of diversity education. Employees at Washington University School of Medicine are expected to complete all four sessions by their fourth year of employment. Employees are welcome to attend [open sessions](#) offered monthly. In addition, departments, programs and other business units may [request group training](#).

- [1.0 – Awareness](#)
- [2.0 – Understanding](#)
- [3.0 – Commitment](#)
- [4.0 – Action](#)

The National Institute on Drug Abuse is inviting feedback on its draft [NIDA Racial Equity Initiative Action Plan](#). NIDA is developing its Racial Equity Initiative to organize and refocus the Institute's efforts around the goal of addressing the impact of structural racism on addiction science and to take action to promote racial equity in NIDA's workplace, workforce, and research portfolio. To ensure full consideration, responses must be received by April 30, 2022. In addition, view Dr. Volkow's new blog [A Plan to Address Racism in Addiction Science](#).

[View Request for Information](#)

We now have a DEI email address for you to communicate with us about any of your DEI questions, ideas, or concerns.

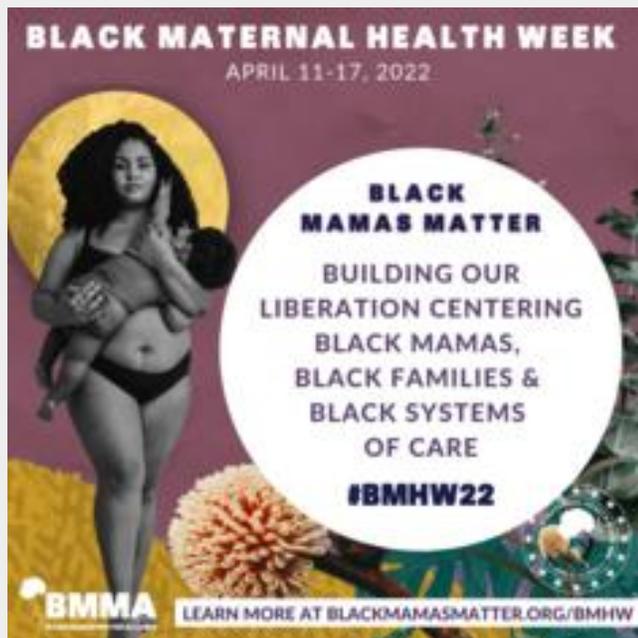
We encourage you to reach out to us at DEIpsych@email.wustl.edu

Black Maternal Health Week (BMHW), held April 11-17, is a week of awareness, activism, and community-building which aims to amplify Black Mamas' voices and center the values and traditions of reproductive and birth justice movements. According to the CDC:

- In 2020, Black women were most **disproportionately affected, with a mortality rate of 55.3 deaths per 100,000 live births**, compared to 19.1 deaths per 100,000 live births and 18.2 deaths per 100,000 live births for White and Latina women.
- Non-Hispanic Black pregnant women are at **increased risk for developing severe COVID-19 illness** compared with non-Hispanic White women.

To support BMHW, download the Black Mamas Matter Alliance's **BMHW 2022 Social Media Toolkit** for key messaging, events, shareable social media messages, graphics, and other materials.

Visit the CDC's **Hear Her Campaign website** for information and resources on urgent maternal warning signs, available in **English, Spanish, and other languages**.



[Learn More](#)

WUSM-CRE² Grand Rounds Speaker Series

Advancing Diversity and Anti-Racism: A Framework & Strategy for Academic Departments of Medicine

April 21, 2022
8:00 am - 9:00 am



Valerie Ellen Stone, MD, MPH, MPH
Vice Chair for Diversity, Equity, and Inclusion,
Department of Medicine Professor of Medicine,
Harvard Medical School

Please click [here](#) for more information.

5TH ANNUAL
**DIVERSITY
& INCLUSION**
FORUM

SAVE THE DATE
FRIDAY, JUNE 3, 2022
8:00 am – 2:30 pm
Li Ka Shing Center, Stanford University

Sponsored by the Office of Diversity in Medical Education (ODME) and Stanford Center for Continuing Medical Education at Stanford University.
More details coming soon.

The National Institute of Mental Health
(NIMH)
Directors Innovation Speaker Series

Title: Implementing Radical Healing Strategies to Promote Health Equity

Speaker: Helen A. Neville, Ph.D.

Date/Time: May 3, 2022, 3-4 p.m. ET

The National Institute of Mental Health (NIMH) invites you to attend the next Director's Innovation Speaker Series lecture featuring Helen A. Neville, Ph.D.

Dr. Neville will provide an overview of the psychology of the radical healing framework. Radical healing incorporates individual and collective aspects of health and wellness within the context of racial and other forms of oppression. She will also discuss evidence for each of the five tenets of the model, emphasizing conceptual and empirical research on radical hope. Dr. Neville will conclude her talk by presenting five public policy implications to promote (mental) health equity, particularly among Black Americans.

Please click [here](#) for more information.