

# DIVERSITY, EQUITY & INCLUSION

## AUGUST 2022

This newsletter contains latest updates related to Diversity, Equity, & Inclusion (DEI) occurring in the Department of Psychiatry and beyond.



### ASSOCIATION OF AMERICAN MEDICAL COLLEGES VIRTUAL EVENT ON ERADICATING RACISM IN HEALTH CARE

TNIH established the UNITE initiative to address structural racism and promote racial equity and inclusion at NIH and within the larger biomedical research enterprise.

UNITE has five committees with the following specific aims:

- U — Understanding stakeholder experiences through listening and learning
- N — New research on health disparities, minority health, and health equity
- I — Improving the NIH culture and structure for equity, inclusion, and excellence
- T — Transparency, communication, and accountability with our internal and external stakeholders
- E — Extramural research ecosystem: changing policy, culture, and structure to promote workforce diversity

As part of its overarching efforts to perform a broad, systematic self-evaluation to identify elements that may perpetuate structural racism and lead to a lack of diversity, equity, and inclusion within the NIH and the larger biomedical research community,

UNITE plans to:

- Collect and share information on relevant past, ongoing, or planned activities of the Institutes and Centers to inform efforts that enhance equity, diversity, and inclusion within NIH and across the biomedical research community.
- Conduct listening sessions with internal and external stakeholders.
- Publish a Request for Information to seek input on practical and effective ways to improve the racial and ethnic inclusivity and diversity of research-centered environments and workforce.
- Work with the NIH Division of Program Coordination, Planning, and Strategic Initiatives to develop a strategic plan to address racial, ethnic, and gender disparities at NIH.

NIH's efforts are consistent with President Joe Biden's Executive Order on Advancing Racial Equity and Support for Underserved Communities ([link is external](#)) and is part of an overall effort by the Department of Health and Human Services to respond to the EO to improve equity, diversity, and inclusion in the federal workplace.

### HEALTH CARE RESEARCHERS LAUNCH DOCSWITHDISABILITIES TO SUPPORT THE INCLUSION OF DISABLED INDIVIDUALS IN MEDICINE

A new initiative, DocsWithDisabilities, has launched as a first-of-its-kind coordinated effort to systematically improve the inclusion of disabled individuals in health professions education. DocsWithDisabilities works to increase the number of healthcare providers with disabilities, address the disability access gaps in health care education and practice for people with disabilities, and expand education and awareness about disability inclusion.

"The AAMC is committed to fostering a diverse, equitable, and inclusive physician workforce, and that includes people with disabilities. We are pleased to support the DocsWithDisabilities Initiative in its efforts to address and remove common barriers in training and to provide a platform for improving disability inclusion," said David J. Skorton, MD, AAMC president and CEO, in a press release announcing the launch. [Read More](#)

### NEW AAMC DATA SNAPSHOT DETAILS TRANSGENDER AND GENDERQUEER ADULTS' HEALTH CARE ACCESS AND SATISFACTION

The AAMC has published an interactive data snapshot that details health care access and satisfaction for transgender and genderqueer people. Results show that a disproportionate percentage of transgender or genderqueer adults in the United States report adverse experiences when trying to access health care and when interacting with their providers.

Questions should be addressed to Rebecca Onyango ([ronyango@aamc.org](mailto:ronyango@aamc.org)) or Michael Dill ([mdill@aamc.org](mailto:mdill@aamc.org)). [Read More](#)

## **WOMEN LEADERS IN SCIENCE DIGITAL SUMMIT – Helping Women Reach their Leadership Potential**

Click here to register – It's free!

This is a two day (August 16th -17th) series with lots of great shared experiences, challenges, and advice about leadership for women in STEM. Hosted by WISTEM. Visit the link above for more details about the schedule and to register.

### **Perspectives: Stop Calling Me Diverse**

Language is important in shaping and communicating culture and the values associated with it. The Office of Diversity, Equity and Inclusion will be hosting 2 virtual sessions of this Perspectives to discuss the use of the term "diverse" to describe people with different racial and ethnic backgrounds. As we work to transform our culture to actively value diversity, center equity in decision making and create a more inclusive campus culture it is helpful to examine common language we use and its impact. The session will use this article as our discussion starter. The goal of Perspectives is to engage in productive dialogue across different experiences and viewpoints. We encourage all to participate whether you agree with the perspective offered in the article or not. Click the link below to register for the date that works for you.

[Thursday, August 25th from 12:00-1:00p](#)

[Monday, August 29th from 11:30a -12:30p](#)

### **Healing Ourselves Series 1: Uncovering Implicit Bias Through Mindfulness**

This 3-part series is a collaboration between Mindfulness Consultant, Meg Krejci and the Office of Diversity, Equity and Inclusion's Director of Programming and Professional Development, Erin Stampf. It is open to all students, staff, and faculty. Participants will use mindfulness practices to uncover implicit biases within themselves to support their work toward positive change. Our brain focuses on protecting us and can inhibit our ability to lean into the 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 be change agents.

These practices can become tools for engaging in difficult conversation and anti-oppression work without shutting down or getting burned out.

[Thursdays, September 8th – 22th, 2 -3pm – Click to Register!](#)

### **Community Discussions: WUSM's Commitment to Anti-Racism Statement**

These virtual sessions will be offered 2 times/month for the remainder of 2022 – visit our events calendar to register for dates that best fit your schedule. Click on the date to register for one of the sessions. The next session is Thursday, 8/18/22 from 2-3 pm.

In early 2021, the Executive Faculty of Washington University School of Medicine approved a "WUSM Leadership Commitment to Anti-Racism," naming racism as a public health crisis and committing to address racism within our institution, policies, and educational frameworks. **Our office 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.** These community discussions will be hosted on an ongoing basis, and are also available by department request. See the statement [HERE](#).

### ASSOCIATION OF AMERICAN MEDICAL COLLEGES VIRTUAL EVENT ON ERADICATING RACISM IN HEALTH CARE

The AAMC is hosting a free virtual event on Sept. 7 at 12 p.m. ET to explore how the academic medicine community is addressing and eradicating systemic racism in health care.

The discussion will be moderated by Malika Fair, MD, MPH, AAMC senior director of equity and social accountability, and will include Nahae Kim, MPH, a medical student at Chicago Medical School, as well as individuals featured in the documentary *The Color of Care*, including Ala Stanford, MD, Hetty Cunningham, MD, and Keith Gambrell.

The film chronicles how people of color suffer from systemically substandard health care in the United States, and participants will have access to the film for two weeks prior to the event (further details will be provided upon registration).

The discussion will focus on lessons learned from the film, how medical education is changing and continuing to improve, and the AAMC's new medical education competencies on diversity, equity, and inclusion. Advance registration is required (space is limited). Register Now.

### ST. LOUIS FESTIVAL TO CELEBRATE DIVERSITY IN OUR COMMUNITY



## FESTIVAL OF NATIONS IS BACK

**AUGUST 27TH & 28TH [WWW.FESTIVALOFNATIONSSTL.ORG](http://WWW.FESTIVALOFNATIONSSTL.ORG)**

Festival of Nations is an annual food and entertainment festival hosted by the International Institute non-profit organization in St. Louis, Missouri.

About the International Institute of St. Louis:

The Festival of Nations is hosted each year by the International Institute of St. Louis (IISTL). For over a century, the IISTL has welcomed immigrants and refugees from around the world, fostering inclusive growth in the process.

Their mission and vision is to provide opportunities for immigrants and refugees to thrive in order to create a welcoming, prosperous, and healthy region for all. These opportunities span all facets of life: family, health, community, career, culture, and much more. Learn more about the International Institute at [iistl](http://iistl.org).



The Latinx  
**LGBTQ+**  
Community:  
The Consequences  
of Intersectionality



### RESOURCE: INTERSECTIONALITY AND THE LATINO LGBT+ COMMUNITY

The Latinx LGBT+ Community: The Consequences of Intersectionality curriculum, developed by the National Hispanic and Latino Mental Health Technology Transfer Center in collaboration with the Institute of Research Education and Services of Addiction, provides information on the intersection between culture, ethnic minority status, gender identity, and sexual orientation and its impact on the psychological health and wellbeing of LGBTQ+ Latino populations. The curriculum is available in English and Spanish.

### CENTER FOR THE STUDY OF RACE, ETHNICITY & EQUITY AT WASHINGTON UNIVERSITY

- CRE<sup>2</sup> Graduate Studio Small Grants. Applications are accepted on a rolling basis.
- CRE<sup>2</sup> Innovation Space - Labs/Startups/Ateliers. Applications are accepted on a rolling basis.
- CRE<sup>2</sup> Rotating Graduate Studios. Proposals are due September 23, 2022, by 11:59 p.m. (CST).
- CRE<sup>2</sup> Rotating Undergraduate Studio. Proposals are due September 23, 2022, by 11:59 p.m. (CST).

### CALL FOR PROPOSALS: FACULTY COLLABORATIVE GRANTS THE DIVIDED CITY 2022

Multiple grants of up to \$20,000 will be funded to support of collaborative working groups, field institutes, and community engagement on urban segregation broadly conceived

Divided City Faculty Collaborative Grants. Applications are due September 7, 2022

### NEUROCOGNITIVE MECHANISMS OF STRUCTURAL RACISM VIRTUAL MEETING

- Video recordings are now available both on the NIDA website and the Meeting website. You will also find additional information on both sites.
- We appreciate your interest in the Neurocognitive Mechanisms of Structural Racism Virtual Meeting, and your continued support of NIDA's Racial Equity Initiative - Research Gaps and Opportunities Workgroup. Please reach out to Janani Prabhakar with any questions at [janani.prabhakar@nih.gov](mailto:janani.prabhakar@nih.gov).

## THE NATIONAL INSTITUTE ON MINORITY HEALTH AND HEALTH DISPARITIES (NIMHD) MINORITY HEALTH AND HEALTH DISPARITIES RESEARCH FRAMEWORK

The NIMHD Minority Health and Health Disparities Research Framework is a multi-dimensional model that depicts a wide array of health determinants relevant to understanding and addressing minority health and health disparities. The framework facilitates assessment of progress, gaps, and opportunities in the NIMHD and NIH minority health and health disparities research portfolios.

The model specifies that health outcomes can span multiple levels and includes a life course perspective component that emphasizes the importance of considering factors ranging across the lifespan in determining health disparities. This list of factors is not intended to be exhaustive. Populations of interest and other features of this framework may be adjusted over time.

[Click here for the NIMHD Research Framework](#)

NIMHD Research Framework Adaptations:

- Adapted for mental health disparities (PDF, 418 KB)
- Adaptation by Dr. Jennifer L. Alvidrez, NIH Office of Disease Prevention (ODP) and Dr. Crystal L. Barksdale, National Institute on Minority Health and Health Disparities (NIMHD)
- Adapted to include the World Health Organization (WHO) Strategic Advisory Group of Experts on Immunization (SAGE) model to address vaccine hesitancy in the southern United States (PDF, 264 KB)
- Adaptation by Drs. Lisa B. Hightow-Weidman, University of North Carolina, Chapel Hill (UNC), and Henna Budhwani, University of Alabama at Birmingham (UAB)
- Sexual & Gender Minority Health Disparities Research Framework (PDF)
- Adaptation by the NIH Sexual & Gender Minority Research Office

## FEATURED PODCAST: EARLY RISERS FROM MINNESOTA PUBLIC RADIO (MPR)



From the NPR website:

"George Floyd's death was a tragedy and a wake up call - expanding a global conversation about race and racism. And young children have been watching it all. So how do we make sense of this for them? Early Risers is podcast from Little Moments Count and MPR with frank facts, engaging stories and real how-tos for anyone who cares about raising children with a clear eyed understanding of cultural differences, race and implicit bias. Hosted by Dianne Haulcy of Think Small."

<https://www.mpr.org/collections/early-risers>

***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](mailto:DEIpsych@email.wustl.edu)***

***We are also looking for your input on content that helps to elevate Diversity, Equity, and Inclusion to include in our newsletter.  
Please do email us at [DEIpsych@email.wustl.edu](mailto:DEIpsych@email.wustl.edu) with any recommendations on events, books, movies, podcasts, other popular media, etc.***