

# DIVERSITY, EQUITY & INCLUSION

## OCTOBER 2022

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

### Dear Psych Colleagues,

In our continuing effort to uphold our commitment to Inclusion, Diversity, Equity, and Racial Justice, we are offering Psych-wide virtual training for Diversity, Equity, and Inclusion (DEI) courses 1.0, 2.0, 3.0, 4.0. Attendance in these foundational courses is strongly encouraged for all faculty and staff in the Department of Psychiatry. Residents and fellows are already receiving this content within their current training and they do not have to attend. We have scheduled two training sessions for you to attend. They will be delivered in a zoom only format. Please do plan on attending both sessions.

- DEI 1.0: November 29, 2022 at 9am – 10:15am

Register to attend the training using this link:

[https://wustl.sabacloud.com/Saba/Web\\_spf/SPCTNT456Site/common/registercatalog/virtc-0000062195](https://wustl.sabacloud.com/Saba/Web_spf/SPCTNT456Site/common/registercatalog/virtc-0000062195)

- DEI 2.0: November 30, 2022 at 11am – 12:15pm

Register to attend the training using this link:

[https://wustl.sabacloud.com/Saba/Web\\_spf/SPCTNT456Site/common/registercatalog/virtc-0000062373](https://wustl.sabacloud.com/Saba/Web_spf/SPCTNT456Site/common/registercatalog/virtc-0000062373)

- Information on DEI 3.0 and DEI 4.0 trainings will be coming soon.

If you have taken these foundation courses over two years ago, then we recommend that you do attend these training sessions to hear content that has been newly updated.

We understand that it might be difficult for everyone to attend both sessions. In addition, registration will be capped at 150 participants in order to facilitate opportunities for discussion. If you cannot attend a session, please contact Tina Hoffman ([tina.hoffman@wustl.edu](mailto:tina.hoffman@wustl.edu)) to be directed to online and in-person DEI 1.0/2.0 open sessions held by the WUSM Office of DEI.

After you participate in these foundational courses, we will reach out to you about the next-step phase of your DEI learning which will include taking part in the newly launched WUSM Understanding Systemic Racism Curriculum. Thank you for your hard work and dedication to making the Department of Psychiatry a better place for everyone. If you have any additional questions, contact Tina Hoffman at [tina.hoffman@wustl.edu](mailto:tina.hoffman@wustl.edu).

### CONGRATULATION TO DR. CARLOS CRUCHAGA AND TEAM WHO WERE RECENTLY AWARDED \$9 MILLION TO FUND STUDY OF "JUMPING GENES" IN ALZHEIMER'S

Dr. Cruchaga, the Barbara Burton and Reuben M. Morriss III Professor, is one of four Washington University principal investigators involved in the new research effort.

The Cruchaga lab is studying tissue from the brains of deceased participants in the Dominantly Inherited Alzheimer Network (DIAN) project. These participants had genetic mutations that all but guaranteed they would develop early-onset Alzheimer's disease. Cruchaga's lab also will study stem cells that will be made into neurons in culture.

These neurons will have mutations in various Alzheimer's-causing genes. The goal is to compare the newly made neurons that have mutations to the much older neurons taken from the brains of participants in the DIAN studies to determine whether some of the damage associated with those changes can be prevented or reversed. Read more [here](#).



A new tool is now available in Washington University IT's continued efforts to cultivate a equitable, diverse and inclusive culture at Washington University. NameCoach is a tool that allows you to record and share the pronunciation of your name with others. Your recorded name can be linked in your email signature and in social channels, such as LinkedIn.

Equity, diversity and inclusion are vital to Washington University's community. This is a small, but important step to ensure we show dignity and respect to all.

Mispronouncing names or not taking a minute to learn the proper pronunciation undermines inclusivity and we must all take steps such as this to honor and value our colleagues and increasingly diversifying community members. To learn more, view NameCoach information on the IT website. There, you can find the steps to utilize NameCoach, including how to record your name and add to your Outlook signature.

## **Algorithms of Oppression with special guest, Safiya U. Noble, PhD**

October 19 | 12:00 to 1:00 p.m.

Conner Auditorium | Farrell Learning and Teaching Center | 520 S. Euclid

Join the Center for Health Economics and Policy, the Center for the Study of Race, Ethnicity & Equity, the Institute for Informatics, and the Center for Health Services and Policy Research for a special presentation by internationally renowned scholar, Safiya U. Noble, PhD. Noble will discuss themes from her latest book, "Algorithms of Oppression," in which she challenges the idea that search engines like Google offer an equal playing field for all forms of ideas, identities, and activities.

Registration is required to attend.

## **Webinar: Workplace Practices and Policies to Advance Equity**

The delivery of care and health outcomes are improved when the workforce and leadership reflect the diversity of the communities served. As employers, healthcare organizations should model practices that allow their workers to thrive. In this webinar, a panel of healthcare leaders and equity experts will highlight the sector's role in employing and supporting a diverse health workforce. Panelists will provide practical guidance on:

- Investing in leaders who advance and embed equity, quality, and value across the organization
- Cultivating a representative workforce at every level
- Creating workplaces where employees can be healthy and help guide effective and equitable care
- Employing all tools available, including procurement, to ensure the well-being and diversity of contract workers

Speakers include:

- Karen DeSalvo, MD, MPH, MSc – Co-Founder, National Alliance to Impact the Social Determinants of Health and Chief Health Officer, Google (moderator)
- Adia Harvey Wingfield, PhD – Vice Dean of Faculty Development and Diversity, Professor of Sociology, Washington University in St. Louis
- Alan Nevel, MBA – Senior Vice President and Chief Equity Officer, MetroHealth
- Denise Octavia Smith, MBA, CHW, PN – Founding Executive Director, National Association of Community Health Workers

Register here for the webinar on October 24th, 3-4 pm ET.

## **LEAD Global Training Program**

The Department of Psychiatry at Washington University School of Medicine and the International Center for Child Health and Development (ICHAD) at the Brown School of Washington University in St. Louis are thrilled to announce that recruitment has opened for the 2023 cohort of the LEAD Global Training Program.

This intensive summer training includes 10 weeks of didactic training, networking, panels, workshops, and discussions as well as mentored research with a research faculty member conducting global mental health disparities research (virtual or in-person at a global site). The program will be offered in multiple formats in 2023 including virtual, in-person training sessions in Kampala, Uganda and St. Louis, Missouri, and a hybrid format. It is designed for medical doctors (MDs) and advanced pre-doctoral and post-doctoral (PhD, EdD, PharmD, ScD, OTD, etc.) early career researchers/junior faculty who are within 5 years of their terminal degree from diverse backgrounds in the U.S., especially groups underrepresented in biomedical, behavioral, clinical, and social sciences research. For more information, please contact Chelsea Hand-Sheridan at [c.hand-sheridan@wustl.edu](mailto:c.hand-sheridan@wustl.edu).

# EVENTS & RESOURCES IN ST. LOUIS AND BEYOND



## IMMIGRANT SERVICE PROVIDERS NETWORK CONFERENCE

We Are St. Louis: Growth and Collaboration in our Communities - Come and join us during a one-day virtual conference that will be held on Friday, November 4th from 9:30am to 4:30pm!

Through a series of panel discussions, workshops, and presentations, speakers will highlight the diverse experiences of immigrants in St. Louis within service provisions and community engagement and collaboration. Admission to the conference is free; a suggested \$10 donation is welcome. You can join in at 9:00am for a networking “coffee and chat” or during our after-hours social event.

<https://www.ispnstl.org/conference-2022>

## NIH SERIES: RAISING A RESILIENT SCIENTIST

The National Institutes of Health is pleased to offer the RAISING A RESILIENT SCIENTIST series for faculty, staff scientists, and administrators who mentor students and postdoctoral fellows in the biomedical, behavioral, and social sciences. A variety of topics will be covered with a focus on communication and shared problem-solving to help trainees deal with the inevitable setbacks experienced in high knowledge environments. The goal of the Raising a Resilient Scientist series is to promote the mental health and well-being of the academic research community by supporting faculty and administrators to develop self-management, relationship-management, and mentoring skills. There will be five units in the series and start on November 9, 2022; each unit will consist of a 75-minute lecture followed by a 1-hour facilitated discussion with peers.



organizations can implement to make this move toward fundamental transformation. Our nation is at a critical precipice for reimagining how to improve access to and quality of the services for children, families, and communities throughout the United States (US) who have been traumatized by the current and historical impacts of anti-Black racism, as well as to dismantle the white supremacy culture that continues to uphold this racism. The goal of this resource is to light a fire in the bellies of systems, their leaders, and their agents to adopt conscious efforts and actions that promote equity, healing, and justice. This cannot be achieved by inspiring systems to simply think differently about individuals negotiating racism in their daily lives - they must act differently.

## ANTI-RACISM DAY

Anti-Racism Daily is holding a free workshop on how to overcome fatigue felt in this work. We'll be discussing how to address waning engagement with staff, and how to resource ourselves as leaders with the emotional toll of swimming upstream. Register here.



## INCREASING MENTAL HEALTH AWARENESS IN THE HISPANIC AND LATINO COMMUNITY

As National Hispanic Heritage month comes to a close on October 15th we'd like to share this blog post by Jessica Luzanilla from the Rocky Mountain ADA Center on mental health awareness, advocacy and resources for the Hispanic and Latino community.

## BEING ANTI-RACIST IS CENTRAL TO TRAUMA-INFORMED CARE

Resource from the National Child Traumatic Stress Network Systems and organizations must shift beyond performative action toward becoming antiracist and trauma-informed. This resource offers actionable principles and strategies that

*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.*