

DIVERSITY, EQUITY & INCLUSION

September 2022

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



A SUCCESSFUL LAUNCH OF THE WUSM UNDERSTANDING SYSTEMIC RACISM CURRICULUM

This month, Psychiatry residents began taking part in the newly developed WUSM Understanding Systemic Racism (USR) curriculum. The rollout of this curriculum occurred in partnership with Psychiatry Equity Champions and leaders from WUSM Office of DEI. Psychiatry Fellows also took part in this curriculum today!

Involvement in this USR curriculum for all of our Psychiatry trainees will continue throughout the academic year.

Our Department of Psychiatry is at the forefront of launching this new curriculum. In fact, we are one of the first departments at WUSM to implement this curriculum into a residency program. Seminars are being led by WUSM ODEI faculty leader, Dr. Jessica Pittman and also co-facilitated by Drs. Cavazos and Navsaria as part of their Equity Champion roles. Congratulations and thank you to all involved for the successful integration of this important new curriculum into our Psychiatry department!

Pictured: Dr. Jessica Pittman leading discussion with the Psychiatry residents.

2022 HOMER G. PHILLIPS 26TH PUBLIC HEALTH LECTURE WITH SPECIAL DEDICATION OF NASH WAY

OCT 14, 2022 | 5:30 PM – 8:30 PM, ERIC P. NEWMAN CENTER, 320 S. EUCLID AVE., ST. LOUIS, MO 63110

This public health lecture series is named in honor of the historic Homer G. Phillips Hospital in St. Louis, the premier training ground for African American medical professionals. Although it closed its doors on August 17, 1979, we can learn much from the hospital's history, presented by the very people who worked diligently to provide culturally sensitive care to the patients who so deeply trusted and loved them. This year's lecture will be hybrid.

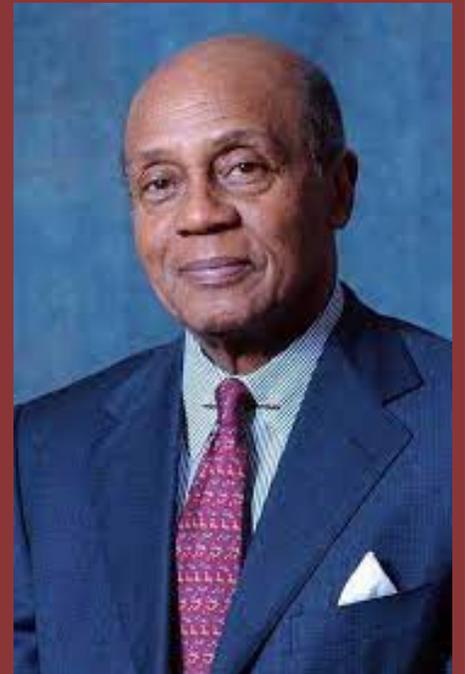
Guest Speaker: Donald M. Suggs, D.D.S. graduated with bachelor's and doctor of dental surgery degrees from Indiana University, completing his post-graduate work at Washington University Dental School and Homer G. Phillips Hospital. He served as chief of oral surgery at Dover Air Force Base in Delaware and was the first African-American to serve as an associate clinical professor at St. Louis University Dental School.

Active in the civil rights movement in the 60s and 70s, he served as chairman of the Poor People's March-On-Washington in 1968. Later, he became founder and chairman of the African Continuum, organized to bring serious non-commercial African-American artistic endeavors to St. Louis.

He was a long-time president of the Alexander-Suggs Gallery of African Art based in St. Louis and New York City (1970-89). He is a founding member of the Center for African Art, (now the Museum of African Art in New York City) and a former member of the board of directors of the Studio Museum in New York.

Suggs currently serves on the St. Louis Art Museum Board of Commissioners and its Collections Committee. He was the first African-American to serve as president of the Convention and Visitors Bureau of St. Louis. Suggs has been awarded honorary doctorate degrees from Washington University, the University of Missouri-St. Louis, Harris-Stowe State University and Saint Louis University. He is publisher and executive editor of the St. Louis American Newspaper, Missouri's largest weekly newspaper.

[Register here](#)



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

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](#). The next session is Tuesday, 9/27/22 from 2-3:15 pm.

Special Perspectives: Mindful Connections – Drop In Sessions

These drop-in sessions are a collaboration between Mindfulness Consultant, Meg Krejci and the Office of Diversity, Equity and Inclusion, Erin Stamp, and is open to all students, staff, and faculty. With intention and practice we have the ability to make meaning during these challenging times – growing our compassion to ourselves and others in the process. These 30 minute community building sessions will include an opening mindfulness practice, discussion about topic, and a closing mindfulness practice. These are come as you can, come as you are sessions!

Every Thursday, 11:00-11:30am. The next sessions are Sept 22nd and 29th [Register here!](#)

WashU Innovation Series: Diversity & the Next Generation in Innovation & Entrepreneurship

Wednesday, September 28, 2022 | 10 a.m. - 11 a.m.

Join the WashU Office of Technology Management virtually for the first event in a series of programs to engage academic women and underrepresented minorities in technology transfer and entrepreneurship.

Presenters:

- Rita Brookheart, PhD, Assistant Professor of Medicine
- Christina Gurnett, MD, PhD, Professor of Neurology
- Jon Silva, PhD, Professor of Biomedical Engineering

Remarks by Nichole Mercier, PhD, Assistant Vice Chancellor. Panel moderated by Karen Mullis, PhD, Director of New Ventures.

Center for the Study of Race, Ethnicity & Equity at Washington University

CRE² Rotating Graduate Studios. Proposals are due September 23, 2022, by 11:59 p.m. (CST).

CRE² Rotating Undergraduate Studio. Proposals are due September 23, 2022, by 11:59 p.m. (CST).

The Center for the Study of Race, Ethnicity & Equity is pleased to welcome Safiya U. Noble, author of *Algorithms of Oppression: How Search Engines Reinforce Racism* (NYU Press), to the Washington University campus as a Distinguished Visiting Scholar. Join us for a conversation with Dr. Noble for a conversation on race and computing.



A Conversation on Race and Computing

with **Safiya U. Noble**

Professor of Gender Studies and African American Studies, UCLA

in conversation with Ian Bogost
Professor and Director of Film & Media Studies

October 18, 2022 | 4:00pm

Washington University in St. Louis Danforth Campus
Umrath Lounge
cre2.wustl.edu

This visit is sponsored in part through funding from the Office of the Provost: *Distinguished Visiting Scholar Program*.



WHAT IS IMPLICIT BIAS AND HOW DOES IT IMPACT WORKFORCE DIVERSITY?

What is bias? Bias consists of attitudes, behaviors, and actions that are prejudiced in favor of or against one person or group compared to another.

What is implicit bias? Implicit bias is a form of bias that occurs automatically and unintentionally, that nevertheless affects judgments, decisions, and behaviors. Research has shown implicit bias can pose a barrier to recruiting and retaining a diverse scientific workforce.

Research Shows The good news is that implicit bias can be mitigated with awareness and effective bias-reduction strategies. We provide a few examples of these strategies that you can use to reduce implicit bias.

- Think of counter-stereotypic examples: Identify scientists of diverse backgrounds in your field (Blair et al).
- Perspective-taking: Imagine what it is like to be a person who experiences people questioning your ability or skills because of your social identity (Galinsky & Moskowitz).
- Interrupt automatic biased thoughts: Identify when you may be most influenced by implicit bias (e.g., evaluating performance) and create an action plan (e.g., review evaluation criteria before assessing each person's performance in the form of IF and THEN statements) to increase mindfulness of, or mitigate the influence of, implicit bias (Stewart & Payne).
- Education: Join or set up an implicit-bias workshop in your community to raise awareness (Carnes et al., Girod et al.).

Register Now.

RECOMMENDED PODCAST



Title: Eliminating Unconscious Bias (Episode 42)

Description: Jessica discusses her new award-winning book, *THE END OF BIAS—A Beginning: How We Eliminate Unconscious Bias and Create a More Just World*. We discuss her own personal journey to understanding unconscious bias, methods to help individuals begin to address their own biases, and some creative programs that have begun to demonstrate promising practices, including with police forces.

Jessica helps readers and listeners unpack how unconscious bias works, why it's so persistent, and, most importantly, reveals successful stories of bias reduction that have the potential to inspire replication everywhere. For more about this book click [HERE](#).

HISPANIC HERITAGE MONTH IS SEPTEMBER 15 TO OCTOBER 15!



This year's theme, "Unidos: Inclusivity for a Stronger Nation," encourages us to ensure that all voices are represented and welcomed to help build stronger communities and a stronger nation. Visit the Office of Minority Health (OMH) webpage for Hispanic Heritage Month to find bilingual resources and materials on Hispanic/Latino health, downloadable graphics, and social media messaging. Visit OMH's Hispanic/Latino Health Profile for detailed insights on health concerns impacting Hispanic/Latino communities in the U.S.

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

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 with any recommendations on events, books, movies, podcasts, other popular media, etc.