In this newsletter, we aim to provide you with the latest updates related to Diversity, Equity, and Inclusion (DEI) in our Department of Psychiatry.

Message from the Department Head
As I shared last week at the State of the Department, DEI is infused across all missions. We must embark on new opportunities on our path forward. It is important we increase URiM representativeness among departmental faculty, staff, and trainees, and focus on mental health equity in clinical services. This is a team effort! We will do this by participating in taskforces, enhancing our recruitment efforts, training diversity advisors to ensure best practices in DEI are utilized throughout the hiring process, participating in the WUSM Taskforce Climate Survey, and implementing ongoing trainings.

- Eric Lenze, MD

Meet Psychiatry’s new Diversity Advisors!
We are so grateful for the time and commitment from the following individuals in Psychiatry who took part in the Diversity Advisor training program:

- Taylor Bass
- Beth Beato
- Anna Constantino-Pettit
- Monique Gill
- Oscar Harari
- Vivia McCutcheon
- Megan Panther
- Michele Pergadia
- Michelle Steiner
- Alexandre Todorov

They have received training from the WUSM Office of DEI in order to help ensure that best practices in diversity, inclusion, and equity are utilized throughout the hiring processes that occur within our department.

Special thanks to Cherie Nabholz and Vernita Smith from Psychiatry HR for joining the training to ensure the best practices roll out of this initiative in our department.

Learn more about diversity advisors
Founded in 2019 at Washington University, in-between is the first student-driven conference that seeks to promote dialogue surrounding mental health within the Asian and Asian American community. The conference explores how experiences of mental health intersect with Asian identities – generation (immigrant, 1st, 2nd), language, gender and sexuality, professional interests, and third culture experiences. The event aims to highlight the diverse experiences of the East, Southeast, and South Asian diaspora while finding support in shared experiences.

**Resident Presentations**

February 3, 2023

Fayola Fears, a 4th year Psychiatry resident, presented, “Institutional Diversity, Equity, and Inclusion Programs: The Residents & Fellows Diversity Initiative” at the last grand rounds of the academic year. This presentation was a culmination of her participation with this initiative, where she highlighted her findings on the critical importance of mentorship, networking and opportunities for leadership training for underrepresented minorities in medicine.

**Recommended Reading**

Professional Psychology: Research and Practice

Transgender and gender diverse clients’ experiences in therapy: Responses to sociopolitical events and helpful and unhelpful experiences.

"Some therapists tend to view a lack of overt prejudice as indicating that they are skilled in working with TGD people. On the contrary, our findings suggest that therapists must invest their time and energy in learning about the unique life experiences of TGD people, such as common identity development experiences or current events. Otherwise, their clients may feel disconnected, feel less understood, or be burdened with educating their providers." (Puckett et al., 2023)

Read this article

**Recommended Reading**

Scientific American

An Inclusive Research Environment Starts at the Top

"Underrepresented people who pursue scientific careers largely occupy the early career rungs of academia, and often face a hostile obstacle course of microaggressions, bias, harassment and more. The responsibility for creating an environment where all scientists, regardless of able-bodiedness, LGBTQ status or skin color, can thrive must come from the top." (Rasmussen, 2023)

Read this article

**Missed DEI 1.0, 2.0, 3.0 or 4.0 trainings?**

We understand that it might have been difficult for everyone to attend the recent DEI training sessions. If you could not attend a session, please contact Tina Hoffman (tina.hoffman@wustl.edu) to be directed to online and in-person DEI 1.0-4.0 open sessions held by the WUSM Office of DEI.

**Upcoming Psychiatry Listening Sessions**

Coming to Psychiatry in 2024:
Understanding Systemic Racism Training

Save the Dates
January 23, 9-10:30
January 24, 11-12:30
January 30, 9-10:30
January 31, 11-12:30

Check out our updated DEI website!

If you have any feedback or ideas for website content please email us at DEIpsych@email.wustl.edu