

Diversity, Equity, and Inclusion

June 2024

Content compiled by Department of Psychiatry DEI Leaders: Drs. Cavazos and Navsaria and Kavya Singh

DEI Speaker Sessions

The Department of Psychiatry DEI Team (Dr. Cavazos-Rehg, Dr. Navsaria, and Kavya Singh) would like to thank everyone who attended our June 4 Speaker Session with Dr. Heemstra, “Fostering a culture of equity and inclusion that cultivates diversity through positive mentoring practices.” Join us for our next two sessions! [Dr. Devin Banks](#) will be presenting July 10, 2024 with “Developing reciprocal partnerships with communities traditionally harmed by and excluded from research” at 11:00 AM via Zoom. Register [HERE](#). [Dr. Jessica Williams](#) will be presenting August 28, 2024 with “From stigma to support: Addressing ablism in medicine” at 11:00 AM via Zoom. Register [HERE](#). Find a flyer for both sessions attached. If you have any questions about these sessions or suggestions for speakers or topics, please contact Kavya Singh (kavyas@wustl.edu).

Building Mental Health Equity: Mental Health Literacy with Neha Navsaria, PhD

Last month we introduced the topic of mental health literacy and its critical role in making information on mental health accessible to communities. What does this look like in action? Here are some examples at the national and local levels.

At the National level:

The [National Alliance on Mental Illness \(NAMI\)](#) has a series of [programs and support groups](#) that provide free education, skills training and support for individuals, parents, guardians, caregivers and families impacted by mental illness.

The [Centers for Disease Control and Prevention \(CDC\)](#) has a [resource page](#) on increasing students’ mental health literacy that features mental health education curricula, peer-led modeling programs and provides example of related programs across the country. There are also implementation tips for mental health literacy which includes a [health education curriculum analysis tool](#).

[Sesame Workshop](#) (the non-profit group behind Sesame Street) has extensive information on children’s mental health on their [Emotional Well-Being](#) page. It is targeted to young children with developmentally appropriate information, videos and activities and has tools and resources for parents on how to engage and education their young child on a variety of mental health topics.

At WUSM:

Within the [Department of Surgery’s Public Health Sciences Division](#), a research team advised by [Vetta Sanders Thompson](#) conducted a community based participatory research project (funded by the GrassROOTS Community Foundation) titled, [Unemployment and Mental Health Literacy among African American Mothers in St. Louis County](#). The project examined levels of stress experienced by unemployed African-American mothers and whether educational materials about the effects of stress related to unemployment improved their recognition of stress, stress management and knowledge of when to seek services. Over half of participants did not report using mental services for mental health concerns, suggesting the need for stronger interventions to support African-American women’s mental health literacy and use of mental health services. The [study findings](#) were presented at the Institute for Public Health’s Annual Conference at WUSM.

In our department:

[Patricia Cavazos-Rehg, PhD](#), [Hannah Szlyk, PhD](#), MSSW and their team are implementing their intervention, “uMAT-R”, throughout the state of Missouri. uMAT-R is a digital intervention designed to support individuals with substance use disorder in their recovery journey. uMAT-R supplements a client’s support system and helps to facilitate access to in-person treatment resources. The team has found that a trauma informed, person-centered framework is essential to developing an online tool that best meets the needs of the population, while complimenting local recovery services. The uMAT-R team centers engagement with new partner organizations to address racial inequities in recovery services through the Public Health Critical Race praxis and designs any app improvements based on the feedback of individuals in recovery.

Unity in Wellness

June was LGBTQ+ Pride Month. As some of you already know, July is Disability Pride Month. Celebrating Disability Pride Month can have a positive impact on your well-being by fostering a sense of community, promoting self-acceptance, and increasing awareness of those who are. Here are some ways to celebrate Disability Pride Month and enhance your well-being:

- Attend Pride Events like parades and festivals to feel a sense of belonging and community.
- Volunteer or donate to organizations that support those with disabilities because by helping others and knowing you are contributing to a cause can boost your mood, provide a sense of purpose and be very fulfilling.
- Celebrate achievements and recognize progress because this can be inspiring and uplifting.
- Advocate for change by getting involved in activism with members of the community and their allies to enhance their, and your sense of security and belonging.

WUSM Updates on Climate & Culture Implementation

The Implementation Task Force on Climate & Culture is continuing its work to put into effect the recommendations of the WashU Medicine Executive Faculty Task Force on Climate & Culture. Since January, the Task Force has completed the following: Revised the promotion criteria for faculty, to reward the full range of careers in academic medicine, in collaboration with Human Resources, developed exit surveys for staff, faculty, clinical fellows, and postdocs to gather data on the experiences of those who have decided to leave the University, with the goal of better understanding the employee experience and proactively addressing any issues with climate and culture, and hired two assistance deans to accelerate development of faculty leadership and coaching programs. To learn more about the initiatives in progress and next steps, you can track progress on the Climate & Culture [website](#).

Coaching and Resources for Entrepreneurial Women (CREW) Applications

Applications for the CREW program are currently being accepted. This innovative, one-year program aims to address an imbalance in the number of women entrepreneurs in biomedical sciences. CREW combines mentoring, professional coaching, and skill building activities to promote an entrepreneurial mindset among women in faculty or senior post-doctoral fellow positions. Inquires can be directed to crew-program@muscd.edu.

Taking Action to Eliminate Inequities in Addiction Science

This free 1-hour online module focuses on social determinants and how they work together to create disparities for patients seeking addiction treatment. Learners will explore the socioecological model and the interpersonal, institutional, and structural levels that impact an individual’s health and how this model can be utilized to help support patients with substance use disorder. Register [here](#).

Stanford Medcast

Join the Stanford Medcast new mini-series! Through candid conversations and evidence-based discussions, they aim to foster awareness, inspire actions, and advocate for policies that promote health equity for all. Some episodes to check out: [Episode 84](#). Gastric Cancer in East Asians with Guest Joo Ha Hwang, MD, PhD, Professor of Medicine of Stanford Medicine; [Episode 85](#). African American Maternal Health with Guess Iroque Igbinosa, MD, Instructor of OBGYN of Stanford Medicine; [Episode 86](#). Social Determinants of Health in American Indian and Alaskan Natives with Guess Nicole Stern, MD, MPH, FACP, Assistant Professor of Medical Education of California University of Science and Medicine; and [Episode 87](#). Mental Health in the Hispanic Community with Guests Axel Valle, PsyD and Nataly Beck, MD, both Clinical Assistant Professors of Psychiatry and Behavioral Sciences of Stanford University.

The Continued Need for DEI in the Workplace

By Claire Gauen

“Instead of top-down solutions, Wingfield recommends that employers create diversity task forces to identify workplace-specific DEI needs and solutions. Such task forces are made up of workers from within the organization who understand the existing culture and challenges. ‘When they are pulled from workers throughout all levels of the organization, given resources and given mandates to make suggestions for potential change, diversity task forces actually get people on the same side working together to identify where pain points are in the organization,’ Wingfield says.” Read more of the Washington University’s The Source article [here](#).

Art and Imagination in Spanish America, 1500-1800: Highlights from LACMA’s Collection

June 22-Sept 1, 2024
Saint Louis Art Museum

After the Spaniards began colonizing the Americas in the late 15th century, artists working there drew from a range of traditions – Indigenous, European, Asian and African – reflecting the interconnectedness of the world. Private homes and civic and ecclesiastic institutions soon teemed with imported and local objects. Spanish America was neither a homogeneous nor a monolithic entity, and local artists, including those who remain unidentified, were not passive absorbers of foreign traditions. While acknowledging the profound violence that marked the process of conquest and colonization, this exhibition explores the intricate social, economic and artistic dynamics of these societies that led to the creation of astounding new artworks that were widely sought after and shipped around the world.

Shimmering Silks: Traditional Japanese Textiles

July 27 – October 20, 2024
Saint Louis Art Museum

Shimmering Silks: Traditional Japanese Textiles celebrates 18th- and 19th-century silk pieces from the collection of the Saint Louis Art Museum, which has been collecting fine Japanese textiles for more than a century. Some were purchased by the museum while others were generously given by patrons and donors over decades. The most lavish and stunning examples of traditional Japanese silk textiles were used for imperial and Buddhist ceremonies, performances of Kabuki and Noh theater, formal wear and wedding costumes. The luxurious quality and shimmering appearance of silk fibers greatly enhanced the special occasions whenever they were worn or displayed.

Hybrid Panel Discussion: Breaking the Silence on Untreated Autism Among Asian American Children and Their Families

In the United States, 1 in 31 children, or 3.2%, receive a diagnosis of autism spectrum disorder (ASD). Notably, among children of Asian descent, the prevalence of ASD diagnosis is higher, with 5.4% of Asian children—equivalent to 1 in 19—being diagnosed with autism. Despite this higher prevalence, Asian American children diagnosed with ASD are less likely to receive treatment compared to other ethnic groups. To address this concerning disparity, Stanford Medicine convened a panel discussion titled "Breaking the Silence on Untreated Autism Among Asian American Children and Their Families." By bringing together experts and individuals with lived experiences, their aim is to initiate a candid conversation about the underlying factors contributing to the lack of access to autism treatment among Asian American children. Through this dialogue, they will also delve into cutting-edge research and breakthroughs in personalized precision medicine, shining a light on promising treatments designed to address the cognitive challenges often encountered by individuals on the autism spectrum. Their discussion promises to offer valuable insights into the potential for tailored interventions to optimize cognitive abilities and enhance the overall quality of life for Asian American youth living with autism. View a recording of the panel [here](#).

“An Amazing Story”

By Liam Otten

“The story of Black baseball is important social history,” says Gerald Early, the Merle Kling Professor of Modern Letters in Arts & Sciences at Washington University in St. Louis. ‘That’s unavoidable in part because of racism. That is why there were separate leagues. But it is important to connect the players to elements of Black culture. For instance, the interaction between Black baseball and jazz, Black baseball and hip hop. That is vital to understanding how Black baseball is part of the fabric of Black cultural life.’ Early is discussing The Souls of the Game: Voices of Black Baseball, a new exhibition that opened May 25 at the Baseball Hall of Fame in Cooperstown, New York. Over the last several years, Early has served as a curatorial consultant for the exhibit, which unfolds through artifacts, interactive displays and – critically – through extensive quotations from players, managers, team owners and fans.” Read more of the Washington University’s The Source article [here](#).

Namaste India

June 27-Sept 1, 2024

The Magic House, St. Louis Children’s Museum

At The Magic House, visitors can experience the wonders of India, a country rich in colorful traditions with a focus on the future. Covering everything from the Taj Mahal to Bollywood, this exhibit features the vibrant art, food and traditions of the timeless Indian culture. Immersive environments allow you to dine in a dhaba (restaurant), shop in a marketplace, ride in a tuk tuk, learn in a school and more. With this exhibit, The Magic House aims to inspire families to explore the similarities and differences of their lives compared with those of families in India.