

# Diversity, Equity, and Inclusion

## September 2024

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

### Message from Eric Lenze, MD, Head of Department

At the Faculty Meeting this week, the findings from the Department of Psychiatry Culture, Climate, and Wellness survey were shared. These results will also be shared at an upcoming DEI Speaker Series (stay tuned for details re: date/time); all psychiatry staff and faculty will be invited to attend.

Thank you to the staff, trainees, and faculty who participated in the survey, including those involved in the development and analysis of the data. This feedback is critical for improving our department's culture. Key actions for improvement include enhancing communication, offering professional development opportunities, supporting mental health, and continuing with DEI initiatives. The leadership team is actively exploring opportunities to address these areas. I also encourage you to participate in school-wide opportunities focused on building a positive and inclusive culture. For more information and registration, scan the QR code.



### DEI Speaker Sessions

Join our department's DEI team in our next DEI Speaker Session October 31, 2024, at 11:00 AM with Dr. Seanna Leath, Washington University in St. Louis Assistant Professor of Psychological and Brain Sciences, on "Counterspaces, Identity Development, and Wellbeing among Black Youth." Register for Dr. Leath's session [here](#). Find a flyer attached. If you have any questions about the Speaker Sessions or have any speaker suggestions, please contact [kavyas@wustl.edu](mailto:kavyas@wustl.edu).

### DEI 1.0-4.0: Fundamentals of diversity, equity and inclusion

This series of four one-hour training sessions introduces participants to the fundamentals of diversity education. Employees are expected to complete all four sessions by their fourth year of employment. A small introduction activity is provided during New Employee Orientation. Employees are welcome to attend [open sessions](#) offered monthly. In addition, departments, programs and other business units may [request group training](#).

### New NSF grant to fund faculty equity programs and new center focused on civic mindfulness

*By Erika Ebsworth-Gould*

"The university will receive a \$3 million five-year National Science Foundation (NSF) ADVANCE-Institutional Transformation grant designed to address systemic barriers to intersectional gender and racial or ethnic equity for faculty in STEM fields. The programs funded through this highly competitive grant called AIM (Activating Intersectionality through civic Mindfulness) for Equity will launch several academic leader and faculty-focused initiatives. The impact of this grant is institution wide as it will actively engage faculty and leaders in seven of WashU's nine schools." Read more at The Source article [here](#).

### Racism and rumination on the mind of Black youths

*By Bernard, D. L., López, C. M., Banks, D. E., Hahn, A. M., & Danielson, C. K.*

"Chronic experiences of racial discrimination significantly contribute to the onset and severity of depression and anxiety among Black youths as they transition through adolescence. Understanding and managing racial discrimination can be tough for young people because it can happen unexpectedly and in different ways throughout the day. Thus, youths exposed to racial discrimination might ruminate on these ... stress-induced rumination generally increases with age, yet no studies have examined whether rumination in the aftermath of racial discrimination is age dependent. To address this gap, [Bernard et al.](#) investigated whether rumination mediated the link between racial discrimination and anxiety and depressive symptoms and whether these relationships vary by age among Black children and adolescents." Kudos to our own, Dr. Devin Banks, for her contribution to this research. Read more at the American Psychological Association [here](#).

### Engage EDI: Age Inclusivity

In partnership with the Center for Aging at WashU, this course explores concepts and practice with navigating age-inclusivity in the work environment. In this interactive course with paired activities, small group exercises and large group discussion, participants will explore age as an identity prevalent in a diverse workplace and build awareness of ageism and how we can create more inclusive and equitable work environments. Find more information [here](#).

**2024 Culture, Equity, Diversity, and Inclusion Symposium**  
**June 17-18, 2025 | Holiday Inn and Expo Center, Columbia, Missouri**

Missouri Behavioral Health Center is excited to invite you to submit a proposal to share your experience and expertise with individuals from behavioral health providers, substance use providers, and community organizations. They are looking for diversity not only within the topics but also in speakers and locations, ensuring representation from both rural and urban communities and across all populations and cultures. This year, we are focusing on breaking down what Culture, Equity, Diversity, and Inclusion can look like in daily life and the workplace. Call for presentations must be sent no later than December 27, 2024. Find more information [here](#).

**Engage EDI Community Space**  
**Various times**

This 60-minute session is designed to support participants along their journey through the Engage EDI series. The session is facilitated to foster conversation among participants about how they're processing and applying the content of Engage EDI to their job roles. It can be repeated many times in support of achieving University's EDI-related mission and vision, and is designed to support a growth mindset as we all build a culture of trying together.

**CGME DEI Officers Forum | Encoding Equity in Clinical Research & Practice**

**October 9, 2024 | 4:00 PM – 5:30**

**Virtual**

Helen Burstin, MD, MPH, MCAP will provide historical context for the inclusion of race in clinical guidance and the potential for harm. She will share strategies to address the inappropriate use of race as a biological contrast in research and practice. Dr. Burstin will also share information about the new alliance that will work across healthcare, research, journals, and AI/tech to move away from harmful use of race in clinical algorithms.

Register [here](#).

**Exhibit: “Our Only Hope” Black Women in the 1969 Rent Strike**

**Olin Library Gingko Reading Room**

At its inception, public housing in St. Louis intended to provide “decent, safe and sanitary dwellings” for the poor, yet by the end of the 1960s, living conditions had become unendurable. This exhibition tells the story of the Black women-led rent strike that fought for tenants’ rights to dignity in affordable housing and reshaped the landscape of urban public housing. Find more information [here](#).

**Hood Talks Takeover I – Beyond good intentions: Bridging the gap between Black communities and research communities**

**October 4, 2024 | 11:00 AM – 1:00 PM**

**Taylor Avenue Building, Doll & Hill Room (Second Floor Taylor Avenue Building)**

This fall, [Da Hood Talks Entertainment](#) is taking over Collaborative Café to host a three-part series about ethical community engagement in research. The first two candid discussions requests that researchers hear directly from community members about harms caused by academic institutions. The third event in this series will invite researchers to ask questions about ethical and effective community engagement in research, share challenges in putting community relationship-building principles into action, and collaborate around solutions. Read more about the event and register [here](#).

**History Colloquium with Makia Parker**

**October 9, 2024 | 3:30 PM**

**McMillan Hall, McMillan Café**

Join Nakia Parker, Assistant Professor at Michigan State University, presents “Slavery, Commodification, and Unfreedom in Indian Territory, 1830-1860,” a lecture as part of the Danforth Campus History Department Colloquium series. Find more information [here](#).

**Fostering Hope in the Black Community: Centering Engagement and Faith**

**October 18, 2024 | 12:00 PM – 1:30 PM**

**Virtual**

Faith and religious institutions continue to play significant roles in communities of color. Churches, mosques, and temples have served as important spaces for racial solidarity and civic activity, and faith, more broadly, is a source of hope and inspiration. Join as we explore how community members and faith leaders can partner to increase awareness and offer practical skills that prevent suicide and enhance well-being within communities of color. Find a flyer attached.