



**DIVERSITY & INCLUSION**  
Knowledge • Mindfulness • Behavior

# DEI Newsletter

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## Volume 6 — December 2021

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### Events & Updates

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- Weren't able to attend Dr. Treuer's lecture, "Imagining Native People in Modern America," in November? The recording for his talk is available here: <https://youtu.be/HCKSXUlrOdc>. Thanks to Elizabeth A. Harris and Deborah Jensen, whose generosity made this lecture possible.

- The lecture series will continue through 2022 with new speakers and new topics. If you have ideas or suggestions, please feel free to pass them along to Dr. Taylor-Cousar and Dr. Horn through the Diversity and Inclusion email: [DiversityandInclusion@NJHealth.org](mailto:DiversityandInclusion@NJHealth.org)

- The Call for Nominations for the National Jewish Health 2021 Inclusive Employee of the Year award was sent! Thanks to all of you who have already submitted nominations. You have until **Tuesday, December 14, 2021, 5 p.m.**, to nominate your colleagues who are committed to achieving a culture of inclusivity and respect for everyone who walks through our doors. Nominate a fellow coworker by filling out this form: <https://redcap.njhealth.org/redcap/surveys/?s=D8YT9FRMKP>

- All nominees for the DEI person of the year will be honored and the award given at a virtual ceremony to be held, **Tuesday, January 11, 2022, at 12:30 p.m.** Register for the ceremony here: [https://njhealth-org.zoom.us/webinar/register/WN\\_qtd3eOTWT8ONcH93soNCrg](https://njhealth-org.zoom.us/webinar/register/WN_qtd3eOTWT8ONcH93soNCrg)

- Xan Nowakowski, PhD, MPH, will be speaking at the National Jewish Health Clinical and Translational Research Forum on **Wednesday, January 12, 2022, at 12 p.m.**, on the topic of inequities in health care delivery, with a focus on clinical trial participation barriers for people in the LGBTQIA+ population.

### Bias Reduction Workshop

The UW-Madison Bias Reduction in Internal Medicine (BRIM) team will be presenting three virtual BRIM workshops in January. The BRIM workshop uses research examples relevant to faculty in academic medicine

to illustrate how cultural stereotypes about diverse groups of people create unwanted cognitive habits that lead to unintended (“implicit”) errors in perception, judgment, and decision-making.

### Workshop Schedule:

- Jan. 18, 2022: 12 - 3 p.m. (MST)
- Jan. 20, 2022: 8 - 11 a.m. (MST)
- Jan. 27, 2022: 8 – 11 a.m. (MST)

We encourage anyone who has not previously attended to consider registering for this conference! Through the generosity of Elizabeth A. Harris and Deborah Jensen, we will be able to sponsor one junior faculty member ( $\leq 7$  years post terminal degree) and one staff member to attend the three-hour workshop on one of the days in January. If you meet one of those qualifications and would like to be considered for sponsorship, please complete the application by **Tuesday, December 21 at 5 p.m.** The two sponsored attendees will be notified by December 30.

<https://redcap.njhealth.org/redcap/surveys/?s=JYHMJK4LFJ4E48X3>

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## Monthly Holidays & Recognitions

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### November & December 2021



November was Lung Cancer Awareness Month. Like many medical conditions, there are significant disparities in care for patients with lung cancer. Data collected by the American Lung association in 2020 showed that black Americans with lung cancer were 18% less likely to be diagnosed early, 23% less likely to receive surgical treatment, and 21% less likely to survive five years compared to white Americans. Similar numbers hold true for Latinos, who were 16% less likely to be diagnosed early, 26% less likely to receive surgical treatment, and 16% less likely to survive five years compared to white Americans. To help combat these inequities, National Jewish Health has worked with community partners to improve our outreach to the underinsured and uninsured populations in the Denver metro area to ensure that there is access to screening and follow-up care.



December is recognized as Universal Human Rights Month. First recognized in 1948 by the United Nations with the release of the Universal Declaration of Human Rights, this document was originally drafted by Eleanor Roosevelt after World War II and has been translated into over 500 languages. In 2021, the United Nations is focusing on awareness around reducing inequalities to advance human rights.

### **Past DEI Dates This Month**

- November: Lung Cancer Awareness Month
- November 28 – December 6: Hanukkah, or Chanukah, is an 8-day Jewish Festival of Lights for the Jewish faith that celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.
- December 1: World AIDS Day was first recognized in 1988 and is dedicated to spreading awareness of the AIDS pandemic. It is the first globally recognized day of health awareness.
- December 10: Human Rights Day proclaims that all individual human beings have inalienable rights to which they are entitled regardless of that individual's race, color, religion, sex, language, political opinion, social origin, nationality, property or birth.

### **Upcoming DEI Dates This Month**

- December 21: Winter Solstice is the day for the Northern Hemisphere that has the shortest amount of daylight and signifies that longer periods of daylight are just around the corner.
- December 25: Christmas is the Christian holiday set to recognize the birth of Jesus as the Son of God.
- December 26 – January 1: Kwanzaa is an African American cultural holiday created in 1966 to celebrate family and community. The historical roots are tied to harvest ceremonies in Africa dating back to ancient Egypt and Nubia and continuing through several modern communities across the continent.
- December 29: This Day of Remembrance is for the Wounded Knee Massacre. In 1890, the United States Army massacred nearly 300 Lakota people.

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## **Educational Resources**

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Welcome to our new Biomedical Research Librarian who recently joined National Jewish Health, Ruby Nugent, who co-authored a recent article about increasing author diversity in the medical librarian community. Congratulations Ruby!

**Weeks, A., Justice, A. V., Nugent, R., Rodriguez, B., & Linares, B. (2021).** [¡Presente!: Affirming Latinx voices within health sciences library scholarship](#). *Journal of the Medical Library Association : JMLA*, **109(4)**, 693–696.

*Increasing diverse author representation within medical librarianship scholarship among BIPOC information professionals is an important endeavor that requires closer examination. This commentary looks to examine the ways in which the profession can support Latinx librarians and library workers in fully participating within the scholarly pipeline by exploring our unique and authentic voices, structural barriers, hesitation and fears, whiteness in the profession and knowledge production, bias in the peer review process, lack of resources and support, and finally, a call to action.*

### [Advancing Health Equity: A Guide to Language, Narrative and Concepts](#)

<https://www.beckershospitalreview.com/strategy/what-s-in-a-word-ama-launches-language-guide-for-medical-professionals.html>

*In an attempt to advance equity in health care, the American Medical Association has developed a health equity guide, released Oct 28. The guidebook addresses language use best practices and critical thinking about health narratives, and provides a glossary of terms.*

*The guide was created to give physicians a common language with which to discuss issues pertaining to systemic inequality and educate them as to how these issues translate into a medical setting. It acknowledges the power of language and the potentially harmful underlying assumptions many common phrases and words hold.*

*The guide covers three major focus areas: health equity language, why narratives matter and a glossary of key terms. Together, knowledge of the three areas can enable medical professionals to be intentional when discussing and thinking about inequity and reframe traditional narratives.*

*"We hope that this guide will stimulate critical thinking about language, narrative and concepts — helping readers to identify harmful phrasing in their own work and providing alternatives that move us toward racial justice and health equity," the guide states.*

**The library team has built a wonderful collection of D&I books that are available for staff and faculty to check out for personal use at the Tucker Medical Library (catalogue: <http://bit.ly/njdiversity>).**

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## 30-Day Challenge

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One of the most powerful ways to combat bias is to educate yourself. The University of Colorado School of Medicine has a great [30-day Anti-Racism Challenge](#) with included links for each day's topic.

### **Not able to do the full 30-Day Challenge right now?**

Here are two recommendations for December:

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- 1) Educate yourself on the Correlation between Racism and Health: [https://www.ted.com/talks/david\\_r\\_williams\\_how\\_racism\\_makes\\_us\\_sick?referrer=playlist-talks\\_to\\_help\\_you\\_understand\\_r&language=en](https://www.ted.com/talks/david_r_williams_how_racism_makes_us_sick?referrer=playlist-talks_to_help_you_understand_r&language=en)
  - 2) Being Nice is not Going to End Racism. <https://www.theguardian.com/commentisfree/2019/jan/16/racial-inequality-niceness-white-people>

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## Getting Involved

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- If you have a passion around DEI work, we are always interested in fresh ideas. Email [Dr. Taylor-Cousar](#) or [Dr. Carrie Horn](#).
- To get involved in the production of this newsletter or share ideas/suggestions for future newsletters, please contact [Dr. Devon Smith](#).

