



DIVERSITY & INCLUSION
Knowledge • Mindfulness • Behavior

DEI Newsletter

Volume 5 — October 2021

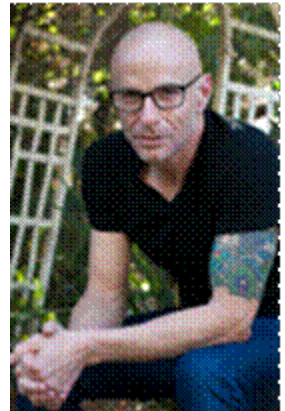
Created By: Dr. Devon Smith, Dr. Carrie Horn, & Dr. Jennifer Taylor-Cousar

Editor: Dr. Devon Smith

Events & Updates



- **Tuesday, Nov. 9, 2021, 12-1 p.m.:** DEI Special Lecture
Imagining Native People in Modern America
Presented by **David Treuer, PhD**
New York Times Best Selling Author
Professor of English
University of Southern California



- Weren't able to attend Dr. Ortega's lecture on 9/22/21? The recording is now available for her talk, [*Negotiating Cultural Expectations: Productive Healthcare Engagement and The "Hispanic" Patient*](#). Thanks to Elizabeth A. Harris and Deborah Jensen whose generosity made this lecture possible



- Coming Soon – A Call for Nominations for the National Jewish Health 2021 Inclusive Employee of the Year! Please start thinking about who among your colleagues is committed to achieving a culture of inclusivity and respect for everyone who walks through our doors. Watch your email for the link to submit your nominations
- Reminder: our [DEI website](#) has been updated! Check out the website for additional news and resources, as well as links to past issues of this newsletter.



Dr. Amen Sergew, the 2020 Inclusive Employee of the Year, was recognized for her outstanding work in spearheading DEI efforts within the Pulmonary division

Monthly Holidays & Recognitions

October 2021



National Disability Employment Awareness Month (NDEAM) – [A month of awareness](#) aimed to provide education on disability employment issues and celebrate the many, varied contributions of workers with disabilities. Of timely relevance, this year's initiative highlights [resources](#) to support people experiencing long COVID-19 as they return to the work force.

LGBT History Month – An observance of the history of LGBT rights and related civil rights movements. Founded in 1994 by high-school history teacher Rodney Wilson, the first openly gay public school teacher in Missouri. In 2006, Equality Forum, a nonprofit organization whose mission is to advance LGBT civil rights with an educational focus, began picking 31 LGBT icons from all over the world through all eras of history and highlighting one person each day in October. Check out the list of this year's [icons](#).

Past DEI Dates This Month

Oct. 10 – World Mental Health Day, increasing awareness about the importance of mental health worldwide.

Oct. 11 – National Coming Out Day, an LGBTQ community celebration of coming out (or the acknowledgement or self-disclosure of sexual orientation or gender identity).

Oct. 11 – Indigenous Peoples Day, an alternative celebration to Columbus Day, recognizing the indigenous peoples affected by colonization.

Upcoming DEI Dates This Month

Oct. 18-19 (sundown to sundown) – Eid Milad un-Nabi, an Islamic holiday commemorating the birthday of the prophet Muhammad, often celebrated by decorating homes and mosques, large parades, and participation in charity events.

Oct. 20 – International Pronouns Day, seeking to raise awareness about respecting and sharing personal pronouns. Consider adding your pronouns to your email signature. Check out [MYPRONOUNS.ORG](https://mypronouns.org) to learn more about why pronouns matter.

NOVEMBER 2021

National Native American Heritage Month

National Family Caregivers Month

Oct. 31 to Nov. 2 – Día de los Muertos, a Mexican holiday that serves as a time of remembrance for dead ancestors and a celebration of the continuity of life.

Nov. 4 – Diwali, a 5-day Hindu festival of lights that celebrates new beginnings and the triumph of good over evil and lightness over darkness

Nov. 11 – Veterans Day, a U.S. federal holiday honoring military veterans (or those who have served in the military). Did you know?...

- Veterans Day recognizes the service of all American veterans, which differs from Memorial Day, which honors military members who have died.

Nov. 20 – Transgender Day of Remembrance, memorializes those who have been killed as a result of transphobia and raises awareness of the continued violence endured by the transgender community. Did you know?...

- Anti-transgender laws are on the rise. In 2021, five states have passed laws or implemented executive orders that limit the rights of transgender individuals to participate in sports and receive certain medical care. [The Human Rights Campaign](#) has identified that 2021 has officially become the “worst year in recent history for LGBTQ state legislative attacks.”
- Transgender people, and particularly transgender women of color, are disproportionately affected by violence. In 2020, the [Human Rights Campaign](#) tracked a record number of violent fatal incidents against transgender and gender non-conforming people, the majority of which involved transgender women of color.

Nov. 26 – Native American Heritage Day, encourages Americans of all backgrounds to observe and honor Native Americans through appropriate ceremonies and activities.

Nov. 28 to Dec. 6 – Hanukkah, a Jewish holiday that celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.

- Find more monthly DEI holidays/celebrations on the [NIH Diversity Calendar](#) or the [Seramount Calendar](#).

Educational Resources

Michele Evans, M.D., Winfred Williams, M.D., Joseph Graves, Jr., M.D., Ruth Shim, M.D and Sarah Tishkoff, M.D. [Race in Medicine — Genetic Variation, Social Categories, and Paths to Health Equity](#). *N Engl J Med* 2021; 385:e45 DOI: 10.1056/NEJMp2113749

What is race? Should medicine stop using racial and ethnic categories as proxies for social determinants of health, genetic ancestry, or both? What are the most promising approaches to dismantling structural racism in medicine? In this video roundtable, moderated by Dr. Michele Evans, experts from a range of clinical and biomedical backgrounds — evolutionary biologist Dr. Joseph Graves, cultural psychiatrist Dr. Ruth Shim, geneticist and biologist Dr. Sarah Tishkoff, and transplantation nephrologist Dr. Winfred Williams — analyze and discuss these complex questions, seeking common ground on which to build a system of equitable health for all.

Jessica Leston, M.P.H., and Brigg Reilley, M.P.H. [Toward a New Era for the Indian Health System](#). *N Engl J Med* 2021; 385:1249-1251 DOI: 10.1056/NEJMp2108894

We believe a new era for the Indian Health System is within reach. As the United States reexamines its social contract and definitions of racial equity, it is a promising time to reflect on big solutions for fostering a transformative, rather than transactional, relationship between the federal government and tribal nations. The collaborations wrought by the necessities of the Covid-19 response and the reforms proposed by the new administration could be catalysts for renewed relationships based on respect, tribal sovereignty, and equitable resources. There are painful lessons to learn from the past and present, but there will also be vast opportunities in the future.

Amanda Miller Littlejohn. [Black professional women are exhausted. They're finally claiming the time to rest.](#) *The Washington Post*, 20 Aug. 2021.

Inspired by Simone Biles and Naomi Osaka, many of the Black women I know in the business world say they are taking steps this year to reclaim their rest. Personally, I've learned that rest is something I must fight for. I took a six-week sabbatical to write and rest that kicked off on my 40th birthday last month. I may not be risking a gold medal, but turning on my autoresponder and turning down paid work in favor of rest feels revolutionary to me. And I'm not the only one. "Black women are saying 'I have value and my life matters. I'm going to honor the life that I've been blessed with,'" Peoples said. "Because essentially this machine is going to keep turning, whether we're part of it or not."


[Is Implicit Bias Training Effective?](#) NIH Scientific Workforce Diversity Seminar. 27 Sept., 2021.

Recording of the inaugural Scientific Workforce Diversity Seminar Series (SWDSS) event addressing the state of the science on implicit bias training effectiveness and the factors associated with successful training. Panelists with expertise in implicit bias training or related diversity training program effectiveness review varying models for combatting implicit bias and discuss the success of these.

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>).

30-Day Challenge

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 short recommendations for September:

- 1) Watch a [movie](#) by a Black filmmaker
- 2) Read through a [list](#) of things white people don't have to think about that BIPOC individuals face every day

Getting Involved

- 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](#).

