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## Volume 11 — Spring 2023

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### Celebrating Spring with Diversity, Equity, and Inclusion

*From your DEI Director: Tessa O'Connell*

Spring has long been a time for reflection, renewal, growth, new beginnings and hope. The natural world begins to blossom into life, and we find ourselves drawn to its radiance, warmth and splendor. We shed the winter rituals and routines brought on by cold days and long nights and embrace the longer days, warmer temperatures and a renewal of self. As we clean our houses, set new goals for healthy living (hello, swimsuit season!), and plan our summer outings, Spring also allows us to renew our relationships with one another and find ways to practice Diversity, Equity and Inclusion in daily practice.

Spring immediately called to mind DEI efforts with March's celebration- [Women's History Month](#). This past March 1st through 31st, we remembered, celebrated, and recognized the contributions of women to events in history and contemporary society.

[Article Continues on the DEI Website HERE](#)

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TBD

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## Spring 2023 DEI Updates

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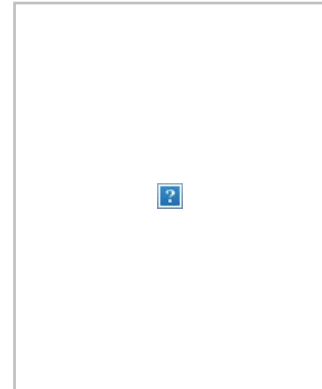
- **The Diversity, Equity, and Inclusion Culture Survey** has been put on hold for now, to ensure we get maximum participation, and to respect the EPIC transition focus.
- **We will reestablish the DEI Council within the next few months.** Please keep an eye out for those emails and announcements if you are interested in joining and being part of DEI work here at National Jewish Health. We would love representation for every department, and there will only be one meeting per month!
- **Coming Soon: National Jewish Health DEI Podcasts!** These bite-sized podcasts will be 5-15 minute episodes that you can listen to on your drive home. Episodes will focus on common DEI questions, DEI news and research, DEI philosophy and practice, and other requests received from the National Jewish Health Community. If you have suggestions for a podcast, or even if you would like to be a guest host, please [fill out our feedback form here](#) or email [connell@njhealth.org](mailto:connell@njhealth.org).

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Carrie's Corner

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In recognition of American Heart Month (February) and Women's History Month (March), let's bring awareness to cardiovascular disease in women. Cardiovascular disease is the leading cause of death in the United States as well as globally. In the United States, ischemic heart disease is the leading cause of death in both men and women. There is a common misperception that women are less affected by heart disease, so increasing awareness in the community is an important part of improving overall women's health. It is important to recognize that symptoms of a heart attack may be slightly different in women than men. While the most classic symptom of chest pressure that radiates to the jaw or left arm occurs in both sexes, women are more likely to have slightly different symptoms. This may include chest discomfort that feels more like heartburn or indigestion and back or epigastric pain. Other frequently associated symptoms include sweatiness (diaphoresis), shortness of breath and back pain. In women more often than men, these symptoms can and do occur without any chest discomfort. It is important for everyone to recognize that these symptoms can be serious and require evaluation by a healthcare professional.



~Carrie Horn, MD

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## Upcoming DEI Events and Offerings

[For more information on all our Events and Offerings, please visit the DEI website here!](#)

- Grand Rounds Revival (virtual): Dr. Tammie Chang
  - Friday May 5 at 12 p.m.
- Sign up for the DEI bookclub through [NetLearning](#)
  - Begins at the end of May and runs through August
- [Submit Diversity, Equity, and Inclusion Feedback HERE](#)
- [Submit a Request for DEI Training](#)



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## Suggested Spring DEI Reading from Liz Kellermeyer

Direct from your National Jewish Health Library Director- Liz Kellermeyer, these great spring reads inform and enthrall the reader, all the while speaking to timely DEI issues. The library team has built a wonderful collection of DEI books that are available for staff and faculty to check out for personal use (catalogue: <http://bit.ly/njdiversity>).



### Environmental Justice: EPA Perspective and Priorities

- Speaker: Corbin Darling, Environmental Justice Coordinator at the U.S. EPA's Region 8 Office in Denver, CO. He provided an overview of key Environmental Justice concepts and definitions, a discussion of the EJ priority within EPA and the Federal government, and an introduction to EPA's EJ screening and mapping tool- [EJScreen](#).
- [Environmental Justice: EPA Perspective and Priorities. March 9, 2023](#)

**Isabel Wilkerson:** an impressive chronicler of how race has shaped the hierarchy of our culture and politics

- [Caste](#)
- [The Warmth of Other Suns](#)

[For a complete list of selected reading, this section is continued on the DEI website here!](#)

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## Spring 2023 DEI Education Opportunities

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One of the most powerful ways to combat bias is to educate yourself. This section has free DEI trainings, podcasts, videos, journals, and resources. Please visit the DEI website here for a full list of these resources.

### Free Training:

- [LGBT Training in the workplace](#)
- [Test Your Implicit Bias](#)
- [Karamo's Diversity, Equity and Inclusion Training](#)

### Suggested DEI Spring Articles and Resources:

- [The LARA Model- a dialogue model:](#)
- [Establishing Brave \(not safe\) Spaces- the role of safety and comfort in dialogue](#)
- [White Educators Facilitating Discussions About Racial Realities](#)
- [How Should Clinicians Own Their Roles as Past and Present Exacerbators of Health Inequity and as Present and Future Contributors to Health Equity?](#)
- [The Diversity Problem in Medical Education \(Video\)](#)
- [Green Jobs- A Literature Review](#)
- [Stop Telling Women They Have Imposter Syndrome](#)
- [Becoming an anti-racist interprofessional healthcare organization: Our journey](#)

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## Statement of Diversity

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*In the DEI, we acknowledge that:*

- *No one has all the answers (especially us)*
- *In difference, there is strength*
- *DEI work is never done*
- *DEI is ever-evolving and changing, and as a result, so is our relationship with it*
- *We are all learners in DEI and must learn from one another*

*We constantly strive towards positive DEI change and never intend to harm or insult purposefully. However, due to the systemic nature of racism and oppression, sometimes we are unaware of when our biases get in the way of DEI work. Therefore, it is vital for us to know when we do accidentally engage in macro or microaggressions. So, please email [DiversityandInclusion@NJHealth.org](mailto:DiversityandInclusion@NJHealth.org) (**or fill out our anonymous feedback form here!**) to let us know if our unconscious biases get in the way of this good work, or even if you have any other ideas, suggestions, questions, or issues.*

*Thank you!*  
*Tessa O'Connell*  
*Director of DEI and Leadership Development*

