



April is National Minority Health Month

Disparities in access to care among diverse, underserved communities were underscored in the 2011 ["Action Plan to Reduce Racial and Ethnic Health Disparities,"](#) published by the U.S. Department of Health and Human Services. According to the report, racial and ethnic minorities are more likely to report experiencing poorer quality patient-provider interactions, a disparity particularly pronounced among 24 million adults with limited English proficiency.

April is National Minority Health Month, and the federal [Office of Minority Health](#) is raising awareness about health disparities that continue to affect racial and ethnic minorities. In Oregon, [the Office of Equity and Inclusion](#) leads the charge to promote equitable health and human services for communities of color, Indian tribal governments, and other multicultural groups. [Oregon Health Equity Alliance](#), a grassroots coalition of communities of color organizations, advocates for cultural competency and data collection standards to address disparities in health care access among underserved communities.

OHSU State of Diversity

Many thanks to OHSU community members who filled every seat to learn about diversity and inclusion efforts, and the unveiling of the [OHSU Diversity Action Plan](#) at the OHSU State of Diversity event, held March 14.

If you were unable to join us, we invite you to [view video clips](#) from presentations by OHSU Board Chair [Charles Wilhoite](#) and OHSU President [Dr. Joe Robertson](#), M.D., M.B.A. Hear [Dr. Norwood Knight-Richardson](#), M.D., M.A., M.B.A., OHSU Chief Diversity Officer, Senior Vice President and Chief Administrative Officer, unveil the new [Diversity Action Plan](#), a strategic roadmap toward taking diversity initiatives to the next level across all OHSU missions.

We also debuted ["The Power of Difference"](#) video, featuring OHSU students, staff and faculty members who shared their perspectives on furthering diversity and inclusion throughout the university.



Building a Respectful, Inclusive Culture

OHSU leaders and managers are invited to attend a full-day "Respect" training in the coming weeks. The training is designed to introduce engagement as a business management concept that assists in building a respectful culture. The process focuses on personal accountability and responsibility to strengthen organizational performance and to align culture with diversity strategies. The training will also provide participants with a fundamental understanding of how OHSU can strategically create a community of inclusion, in preparation for the development of mission-specific diversity action plans.

Each session is from 8am to 4pm. Upcoming training dates are: Thursday, [April 25](#); Thursday, [May 2](#); Thursday, [May 9](#); Tuesday, [May 21](#); Tuesday, [May 28](#); and Thursday, [May 30](#). To reserve your seat or for more info, contact [Brittany Krake](#) at 4-2491

Patient-Focused Care for Transgender People



Join the Center for Diversity & Inclusion on [Wednesday, April 24](#) for a free live webinar presented by the Human Rights Campaign. The webinar is designed to familiarize employees with [best organizational practices](#) for providing knowledgeable, sensitive, welcoming care to transgender patients, who can often encounter confusion, discomfort, and bias when seeking health care.

The webinar provides background about transgender patients, their health care experiences and concerns. The webinar will offer best organizational practices to ensure optimal care for transgender patients, used nationwide to minimize risk and increase quality, safety, and satisfaction.

COMING UP

April 12: International ERG Resource group for international students, staff and faculty 12-1pm 13th flr, Kohler Pavilion.

April 19: Free Cancer Screenings OHSU Knight Cancer Institute offers [free screenings](#) for head & neck cancers, 7am to 3:30pm at Center for Health & Healing. Email [Alena Lam](#).

April 23: 125 Lecture Series [Steven Chu](#), Ph.D., Nobel Prize Winner, and outgoing United States Secretary of Energy.

April 25: LGBT Live Webinars [Learn how to relate comfortably](#), knowledgeably and sensitively to LGBT patients to provide optimal care.

April 25: Religious Cultural Competency Examine [religious diversity issues](#) and trends to provide individualized care.

April 30: Bone Marrow Donation The [Asian Pacific American Medical Students Association](#) hosts Oncology fellow Dr. Ann Hines, who will share her perspective on bone marrow donation as a physician-patient.

May 2: Bone Marrow Drive Genetics matter: [donors from diverse](#) racial and ethnic backgrounds are needed to ensure that all patients can find a match. Email [Xiang Gao](#) for more info about the event.

May 29: Women's Leadership Conference Save the date! More details to be announced from the planning committee of [Women in Academic Medicine](#).

May 29: OHSU Pride Meeting 12-1pm, Baird Hall 2018. Email pride@ohsu.edu or visit <http://www.ohsu.edu/pride>.

Enhancing a Diverse Student Pipeline

Oregon's health care workforce is not keeping pace with the increasing diversity of the state's population. Minority communities are underrepresented in health careers, relative to their shares in Oregon's total population. According to [a report](#) by the Oregon Office for Oregon Health Policy and Research, less than 1 percent of Oregon physicians are Black. Moreover, while Oregon's population is 12 percent Latino, Hispanic doctors represent less than 3 percent of Oregon's physician workforce (See pp. 21-22 of the [Oregon Health Professions: Occupational and County Profiles](#) report, published February 2013)

Developing a strong pipeline of diverse students pursuing health and science careers is an integral part of student recruitment efforts at OHSU, and CDI offers diversity pipeline services and resources for OHSU's academic community. In February, CDI hosted over 350 prospective students for the Health and Science Career Conference. Prospective students from across the state and from diverse socioeconomic and cultural backgrounds learned about academic offerings at OHSU.

Recently, OHSU hosted a reception at the Student National Medical Association (SNMA) national conference. SNMA supports underrepresented minority medical students and addresses the needs of underserved communities. OHSU also participated in the Latino Medical Student Association (LMSA) Western Regional Conference. OHSU's LMSA chapter promotes educational enrichment programs to help increase the recruitment of Latino medical school applicants, as well as students who want to practice underserved communities. CDI will take part in more local and national activities and events in the coming months, in an effort to draw diverse prospective students to OHSU.

Visiting Clerkship Program for Diverse Medical Students

OHSU Department of Medicine is partnering with the Center for Diversity & Inclusion to offer a paid, full-time clerkship program for visiting medical students. All participants will work with a faculty mentor, and take part in a residency review for the OHSU Internal Medicine Residency Program. [More about the clerkship.](#)

OHSU: 125 Years of Healing, Teaching and Discovery

Diversity and inclusion successes and efforts are highlighted in a special Oregon Historical Society exhibit about OHSU's first 125 years. Through historic photographs and artifacts, the exhibit explores the histories of the schools, programs, hospitals, and centers that comprise OHSU. The exhibit touches on the evolution of diversity and inclusion services and offerings for our community. The exhibit is on display through July 8. Free admission to Multnomah County residents. [Learn more](#)

Updates from [Employee Resource Groups](#)

OHSU Pride

Much appreciation for Basic Rights Oregon (BRO), which named OHSU as the recipient of the 2013 "[Equality Advocate Award](#)." OHSU will be honored at the 20th Anniversary Oregonians Against Discrimination Business Leaders Luncheon on April 18. In recognizing OHSU, Basic Rights Oregon lauds the university for demonstrating "outstanding leadership for LGBT equality and for trans justice work by providing inclusive health care benefits employees and their dependents." [OHSU Pride](#), the resource group for OHSU's LGBT community, has been at the forefront of advancing inclusion across the university. OHSU is humbled to receive the recognition from BRO, which has a stellar reputation for its social justice advocacy and community organizing work. [More about BRO](#)

Latinos Unidos Organization

Latinos Unidos Organization (LUO), a resource group for members and allies of OHSU's Latino community, seeks volunteers for leadership positions. Join a dynamic group of Latino professionals to help lead the resource group, plan events and have fun with sharing the complex beauty and pride of Latino culture with OHSU. If interested, contact [Gabe Flores](#) or [Daisy Alva](#)

People with Disabilities

The welcoming event for the [Employee Resource Group](#) for people with disabilities inspired solid next steps. Staff, faculty and students who want to participate in developing the group's charter, mission and vision are welcome to join the emerging steering committee for the group, which seeks to address the social, personal and professional interests of individuals with disabilities. Contact cdi@ohsu.edu to get involved.



LINKS

Physical Access Committee

People with disabilities represent the largest minority group in the United States, representing 20 percent of the total population. What is OHSU doing to make campus facilities and services more accessible? Read highlights from the [Physical Access Committee Annual Report](#).

Serving Rural Communities

OHSU proposes the [Scholars for a Healthy Oregon initiative](#), in an effort to educate and train health care practitioners to serve underserved and rural communities.

SoM Research Roadmap

[Diversity in OHSU research](#) is one of the overarching planning themes guiding and informing CRLG activities this year. Leslie Garcia, MPA, assistant chief diversity officer and vice provost, shared updates at the March meeting of the Collaborative Research Leadership Group.

Research Week

360 abstracts were submitted for OHSU [Research Week](#), to be held May 20-24

Healthcare in a Parking Garage

Second-year medical student Danielle Babbel writes about the experience of delivering basic health care to uninsured [people experiencing homelessness](#).

Spring Equinox

[Celebrating "Norouz,"](#) the Persian New Year, with first-year medical student Shabnam Ghazizadeh.



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Diversity Digest is distributed every month. We are always looking for events and announcements that highlight diversity and Inclusion efforts in the OHSU community. [Email us](#) with story ideas and submissions, and invite your friends to [subscribe](#)

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