



### Thank You for Your Partnership

As 2013 draws to a close, we want to take this opportunity to share our appreciation for all our partners and allies in our ongoing work to further equity, inclusion and diversity at Oregon Health & Science University.

In March, we hosted the first-ever “[State of Diversity](#)” forum that brought together more than 300 OHSU staff, faculty and students. OHSU leaders who have been at the forefront of diversity and inclusion work for many years shared key successes in creating a community of inclusion, and enhancing community partnerships. We launched the “[2013 OHSU Diversity Strategic Plan](#)” that establishes the framework for OHSU’s intentional, deliberate and holistic approach toward becoming a great university, diverse in people and ideas.

We are encouraged by the enthusiastic partnership among many leaders, managers and staff across campus. Next spring, we will share the mission-driven diversity action plans authored by diversity champions throughout OHSU. Each plan will articulate specific tactics and strategies toward achieving our highest diversity and inclusion priorities for the next five years.

Also in the coming year, we will seek your participation in a university-wide survey intended to gather critical information about diversity in our OHSU community. We look forward to your honest feedback about what’s going well, and how we can continue to build upon the momentum we have created in further elevating our commitment to diversity. On behalf of the staff of the Center for Diversity and Inclusion, we thank you all for your partnership, and looking forward to future collaborations. Happy holidays.

Warmly,

Norwood Knight-Richardson, M.D., M.A., M.B.A.,  
Chief Diversity Officer, Senior Vice President, and  
Chief Administrative Officer

Leslie D. Garcia, M.P.A.  
Assistant Chief Diversity Officer and Director,  
Center for Diversity & Inclusion

### January 20: The Skanner MLK Breakfast

OHSU is a proud sponsor of the annual [Martin Luther King Jr. Breakfast](#), hosted by The Skanner Foundation. In 2014, the 28<sup>th</sup> annual event will be held on Monday, January 20 from 8:30 to 10:30am at the Oregon Convention Center. The Skanner’s MLK breakfast brings together Oregon’s top elected officials, civic and business leaders to reflect on Dr. King’s legacy in civil rights, while providing a forum to address current social justice issues. Bruce Goldberg, M.D., Director of the Oregon Health Authority and interim Executive Director for Cover Oregon, will discuss Oregon’s health insurance exchange. [Reserve your tickets now](#) for this important conversation focused on health equity and access.



### January 27: Diabetes – Facing the Future

OHSU’s Latinos Unidos Organization is hosting a talk by Andrew Ahmann, M.D., director of the OHSU Harold Schnitzer Diabetes Health Center. Latinos are [twice as likely](#) to develop diabetes, when compared to non-Hispanic whites. A confluence of factors contributes to the prevalence of diabetes in the Latino community. Dr. Ahmann’s talk will be held from 11:30am-12:30pm on Monday, Jan. 27 at the OHSU Hospital 8<sup>th</sup> Floor Auditorium. To learn more about the lecture, or to volunteer with the Latinos Unidos Organization, contact Latinos Unidos co-chairs [Gabriel Flores](#) or [Daisy Alva](#).

### January 29: Employee Career Fair

The Career Workplace Enhancement Center is hosting an [OHSU Employee Career Fair](#) on Wednesday, Jan. 29, from 10am to 2pm in the BICC Gallery. This drop-in event is for current employees to explore the diverse careers, work environments and workplace opportunities at OHSU. Attend workshops, visit with department exhibitors and learn the skills you need to advance your career.

### January 30: Lunar New Year Potluck

Help us welcome the Year of the Horse at a Lunar New Year Potluck in the BICC Gallery. Come at your leisure during the hours of 11:30am and 12:30pm on Thursday, Jan. 30. Bring a dish or dessert to share. In addition to sharing a great lunch, we also want to start a casual conversation about Lunar New Year traditions in Asia and throughout the global Asian diaspora. If you’re interested in sharing your fondest memories and/or unique perspectives about Lunar New Year celebrations, contact [Maileen Hamto](#), Diversity Communications Manager, at 503 494-5657.



### December 2013

#### COMING UP

**January 22: Tribal Gathering.** Native American leaders and key OHSU staff will begin a dialogue about how OHSU can be helpful to the invited tribal delegates of the Northwest Portland Area Indian Health Board and the Portland Area Indian Health Service that serve American Indian/Alaska Native communities in the region. The meeting is open to invited guests. For more information, contact [Michelle Singer](#), Diversity Community Outreach Specialist, at 503 418-2199.

**January 31: Latinos Unidos Networking Social,** 5:30pm, location TBD. Contact [Daisy Alva](#) or [Gabe Flores](#) for more details

**February 7: Internship Applications Due.** The Summer Equity Research and the Ted R. Lilley Cancer Continuing Umbrella of Research Education (CURE) internship programs provide research laboratory and clinical experiences for students interested in exploring careers in health and sciences. The [Summer Equity Research Program](#) is intended for college students, while the [CURE program](#) is open to high school students. Research interns work 40 hours a week from June 16 through August 8 in a lab and/or clinical setting. All interns will receive a stipend for their work. Applications are due on Friday, February 7. Contact [cdi@ohsu.edu](mailto:cdi@ohsu.edu) for more information.



**February 21: Health, Science and Engineering Career Conference.** [Register today](#) for the annual Health, Science and Engineering Career Conference, slated for Friday, Feb. 21. The full-day conference brings together college and high school students, and admissions staff from the schools of Medicine, Dentistry, Nursing, graduate studies, the Physician Assistant program, and others. Tours of OHSU labs and clinical facilities will be offered. The conference is free, but seating is limited. Breakfast & lunch provided.

## February 12: Celebrating Black History Month



Alisha Moreland-Capuia, M.D., will be the featured speaker at the Black History Month lecture titled "I, Too, Am America," scheduled from 12-1pm on Wednesday, Feb. 12 at the BICC Gallery. The event is co-sponsored by the African American Employee Resource Group and the Center for Diversity and Inclusion. Dr. Moreland-Capuia, a licensed and board-certified psychiatrist in the state of Oregon, is completing a fellowship in addiction medicine at OHSU. She developed and implemented "Healing Hurt People Portland," a trauma-informed, hospital-based, and community- focused violence prevention program designed to heal young males of color. For more information about Dr. Moreland-Capuia's talk, contact [cdi@ohsu.edu](mailto:cdi@ohsu.edu).

## Maraming Salamat (Thank You Very Much)

In response to the devastating aftermath of the typhoon that claimed thousands of lives and rendered millions homeless in Central Philippines, Filipino-American students and staff organized fund-raisers to contribute to relief and rebuilding efforts. A box lunch fundraiser spearheaded by Marita Keppel, Division of Arthritis & Rheumatic Diseases, raised over \$2,000 to benefit Mercy Corps' relief efforts. Other volunteers included Bella Almario, Casey Eye Institute; Maileen Hamto, CDI; Carmelita Metz, School of Dentistry; Mario Saldana, Anesthesia Support Services; Lynn San Juan, Department of Medicine; Dio Sumagaysay, Periop Services; and Grace Ullum, PACU/Pre-Surgical Unit. During Thanksgiving week, nursing student Dianne Chua (pictured with fellow students Mary Geisler, and Kathryn Lechner) began an [online fundraiser](#) that was boosted with tabling events at the School of Nursing lobby. Dianne and other students set up computer laptops to enable students, faculty and staff to donate more than \$1,400 (cash and online) to the [American Red Cross](#).



## Supporting Children and Families



OHSU was a major sponsor of [TransActive](#)'s sixth annual "Superheroes for SuperKids" event, which raised funds to support advocacy and education about the diverse needs of transgender and gender nonconforming children, youth, their families and allies. TransActive provides compassionate and affirming education, counseling, case management and advocacy services to over 300 families across the region. A number of OHSU faculty and staff attended the event. Pictured, from left, are: Carol Blenning, M.D., OHSU Family Medicine at Richmon; Riikka Salonen, Healthcare Human Resources; and Jenn Burleton, TransActive executive director.

## Focus on Native American Health

The Native Employee Resource Group (ERG) hosted a lecture by Capt. Thomas Weiser, M.D., M.P.H., medical epidemiologist for the Portland Area Indian Health Center. Dr. Weiser shared his experiences working with health care delivery and service to tribal communities. Pictured, from left, are Capt. Donnie Lee, M.D., Portland Area Indian Health Service; Capt. Thomas Weiser; Michelle Singer, Native ERG secretary; Capt. Stephen Rudd, M.D., Portland Area Indian Health Service; Kerri Smith Slingerland, MSW, Native ERG vice chair; and Ga-Lo Vann, Native ERG chair. Contact [Ga-Lo Vann](#) or [Michelle Singer](#) for more information about Native ERG events.



## Fall Diversity Welcome



The second annual Fall Diversity Welcome, hosted by the Center for Diversity and Inclusion, brought together students, faculty and staff to the Center for Health and Healing Atrium, for a fun evening of food music, networking, and developing new connections. Representatives from diverse student interest and employee resource groups provided information about their programs and activities. The resource fair also featured volunteers and staff from the Portland chapter of the American Indian Science and Engineering Society, the Arab American Community of Oregon, and others. [Click here](#) for more photos from the event.

## RESOURCES

**New Cultural Competency Elective**  
Stay tuned to sign up for a new, interprofessional elective on cultural competency, starting in mid-January. The elective will explore unconscious bias, health disparities and intercultural communication. The elective will also focus on working with interpreters, cultural competence theory, and a conversation about power and privilege. 5:30-7:30pm every Wednesday from January 22 through March 12. For more information, contact: [Elizabeth Suh](#), MS2.

**National Cancer Trends for Asian Pacific Islanders** (*Asian Pacific Islander American Health Forum*)  
During 2006-2010, liver cancer incidence and mortality rates were significantly higher in Oregon among Asian Americans and Pacific Islanders than any other groups. [read more](#)

**Subtle Racism Damages Health** (*The Skanner*)  
This article points to the importance of including racism as a social determinant of health. Microaggressions can cause the "death-by-a-thousand-cuts" phenomenon. "From a scientific point of view, researchers were very worried [about discrimination measures] that people were just saying how they felt. But now we have actual discrimination predicting incidence of disease. Evidence today is overwhelmingly finding that this type of stress is greatly and adversely affecting our physiological functions." [read more](#)

**Virginia Garcia to Open Beaverton Dental Clinic at The Round** (*The Oregonian*)  
The new dental clinic will focus on providing dental care to insured and uninsured youth up to 21 years old, as well as migrant and seasonal farm workers who have limited access to healthcare. Virginia Garcia will work with the dental hygiene program at Pacific University and at OHSU to staff the new dental clinic. [read more](#)

**500 years of Health Disparities Among Native Americans** (*All Voices*)  
Article looks at the history of health disparities among Native Americans, and how the long-term effects of colonization and poverty are still felt today. "More than one-quarter of indigenous Americans live in poverty and nearly one-third do not have health insurance. They are among the poorest in the nation." [read more](#)

**Diversity Digest** is distributed every month. [Email us](#) with story ideas and resource submissions, and invite your friends to [subscribe](#).

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