



### OHSU Honored by Basic Rights Oregon



OHSU was named the recipient of the 2013 “Equality Advocate Award” by [Basic Rights Oregon](#). OHSU leaders and staff were honored at the 20th Anniversary Oregonians Against Discrimination Business Leaders Luncheon. Basic Rights Oregon applauded OHSU for “outstanding leadership for LGBT equality and for trans justice work by providing inclusive health care benefits employees and their dependents.”

“[Diversity is a competitive imperative](#). A culture of discovery and service must be open, inclusive and welcoming of difference,” said OHSU President Dr. Joe Robertson, who shared his remarks via recording ([click to view](#)). He recognized the leadership of Dr. Norwood Knight-Richardson, M.D., M.A., M.B.A., Chief Diversity Officer, and Sue Orchard, Psy.D., Associate Director for the [Center for Diversity and Inclusion](#) (CDI). Dr. Robertson also commended the advocacy and support of [OHSU Pride](#), the resource group for OHSU’s LGBT community, in furthering the university’s commitment to healthcare equality.

### Engagement as a Business Management Concept

Who has been most influential in shaping your views about respect? How do we ensure that we have actively engaged employees who feel safe in bringing their whole selves to work? What can we do to cultivate a nurturing work environment to keep our best talent? These are some of the topics addressed at the “Respect” workshop, designed for OHSU leaders and managers who are committed to enhancing our community of inclusion across the university.

The training introduces engagement as a business management concept that assists in building a respectful culture. Each session is from 8am to 4pm. To reserve your seat, click on a hyperlinked date, and register for the session on TrainingForce. For more info, contact [Brittany Krake](#), CDI, at 503 494-2491.

- Thursday, [May 9](#)      Tuesday, [May 21](#)
- Tuesday, [May 28](#)    Thursday, [May 30](#)

### May 8: Diversity Student Gathering

OHSU students from all academic disciplines are invited to a fun social from 5-8pm on Wednesday, May 8. Meet fellow students from different OHSU academic units and diverse backgrounds. Come with your friends, and make new ones. You just never know who shares your passions and interests within our vibrant and diverse OHSU community. To RSVP, email [Rola Khouri](#), CDI, or call 503 494-5657.

### May 14: Live Webinar on Transgender Health Care

Did you know that among transgender people, 19% have been [refused medical care](#) due to their transgender or gender non-conforming status? According to survey conducted by the [National Gay and Lesbian Task Force](#) and the [National Center for Transgender Equality](#), the numbers are even higher for transgender people of color. More than 50 percent of survey respondents said they were denied equal treatment, harassed or disrespected at a doctor or hospital visit.

Join us on Tuesday, May 14 to learn about transgender patients, their health care experiences and concerns. The live webinar, co-hosted by CDI and the [Human Rights Campaign](#), will offer best organizational practices to ensure optimal care for transgender patients. [Sign up](#) for the webinar, to be held from 12-1:30pm on May 14 at the Old Library Auditorium.

### COMING UP

**May 8: Delivering Health Care to Transgender Youth**  
[12-1pm](#) at Richard Jones Hall 4359. Hosted by Students for LGBT Health & Association of Students for the Underserved.

**May 9: Inducible Twist1 Transgenic Mouse Models – Tools for Translational Discovery** 2-3pm  
Vollum Institute Room M1441 - A lecture by Phuoc Tho Tran, M.D., Ph.D., The Johns Hopkins School of Medicine

**May 10: Native American Employee Resource Group**  
12-1pm at MacHall 1115 Conference Room in the CDI office. Everyone interested in joining the Native American ERG are welcome. Contact [Ga-Lo Vann](#) for more info.

**May 15: Your LGBT Patients: An Introduction (live webinar)**  
[9:30-11am](#) at the Vey Auditorium, Doernbecher Children’s Hospital. Learn about providing culturally competent care to LGBT patients. Sign up via [TrainingForce](#).

**May 21: 125 Lecture Series**  
[12-1pm](#), OHSU Auditorium. Industry-Academia Collaboration: Developing novel therapeutics in oncology

**May 29: OHSU Pride Meeting**  
12-1pm, Baird Hall 2018. Email [pride@ohsu.edu](#)

### GET INVOLVED

**ERG for People with Disabilities**  
Interested in developing the foundation for an [employee resource group](#) for people with disabilities? The welcoming meeting brought together people from across different OHSU missions who want to create a safe and inclusive resource community for people of all abilities. To learn more, [email CDI](#) or call 503 494-5657.

**CCC Leadership Academy**  
[Sign up now](#) for an 8-week leadership program offered by [Connecting Communities Coalition](#), a cross-disability, all-inclusive coalition focused on removing barriers. The leadership training focuses on skill & team building, community involvement, project planning and project completion.

## May 23: Asian Pacific Islander Heritage Month

In Oregon, Asian Pacific Islanders (API) make up a diverse, fast-growing community that represents many cultural and ethnic heritages. To commemorate API Heritage Month, Joseph Santos-Lyons, executive director of the [Asian Pacific American Network of Oregon](#) (APANO), will speak at OHSU to share his expertise about API contributions to Oregon and challenges faced by socially and economically disadvantaged cultural communities. APANO, a statewide grassroots organization uniting Asians and Pacific Islanders to achieve social justice, has focused its advocacy work around addressing health, education and economic disparities and increasing equity among underserved API communities.

The API Heritage Month event also serves a welcoming social API staff and faculty who want to start an API resource group. The event is open to all employees, and will be held from 3 to 4:30pm on [Thursday, May 23](#) at the Marquam Room, next to Mac Hall Café. To learn more about OHSU [employee resource groups](#), [email us](#) or call 503 494-5657.

## May 29: Advancing Women in Leadership

Join the Women in Academic Medicine Committee, CDI and other partners in a half-day women's leadership conference, scheduled from noon to 4:30pm on Wednesday, May 29. The conference seeks to enhance leadership skills, foster communication with the university and promote professional networking. Dr. Patricia Hurn, Vice Chancellor for Research and Innovation of The University of Texas System, will present the keynote. An interactive session on negotiation will be followed by a panel discussion with leaders and senior-ranking OHSU women in clinical medicine, education, administration and research. [Registration is free, and open to all OHSU students, faculty and staff.](#)

## Volunteers Sought for Pride Festival

Join [OHSU Pride](#) in celebrating the annual Portland's Pride Parade and Festival, scheduled for June 15-16 at Tom McCall Waterfront Park. Needed are parade participants and volunteers to staff the OHSU booth and to serve as parade monitors. All volunteers will receive a t-shirt (design pictured left). Email [pride@ohsu.edu](mailto:pride@ohsu.edu) to join the mailing list. More information will be sent closer to the event.



## Updates, Highlights and Happenings



### OHSU Awards Scholarships to Diverse Students

CDI is proud to invest in future health care leaders and professionals through partnerships with local community organizations that promote access to higher education among underrepresented and diverse communities. In the first picture, Dr. Norwood Knight-Richardson congratulates Kiah Bacon, a junior at St. Mary's Academy, a 2013 Ron Herndon Scholar, through the [Black United Fund of Oregon](#). At the [Hispanic Metropolitan Chamber](#) scholarship luncheon (*second photo*), Rossanna Bosch, Assistant Director, Contracting Services Group, presents a scholarship to Carron Gutierrez (*center*), who is pursuing a degree in nursing. Rossanna serves on the Board of Directors of the Hispanic Metropolitan Chamber.

### Leaders Address Issues of Access to Surgical Care

OHSU faculty and residents recently attended the Society of Black Academic Surgeons National Conference held in Jackson, Mississippi. House officers Nicole Gordon and David Hampton joined Donn Spight, M.D., Assistant Professor, to the 23<sup>rd</sup> annual conference, which focused on "Advocacy, Access and Comparative Outcomes: Surgical Disparities in Health Care."



### Members Appointed to School of Dentistry Diversity Committee

OHSU's School of Dentistry has named the members of its Diversity Committee. Led by chairman Dr. Jay Anderson, director of the Russell Street Dental Clinic, the committee includes: Agnieszka Balkowicz, M.D., Ph.D., associate professor of integrative biosciences; Phyllis Beemsterboer, M.S., Ed.D., Associate Dean for Academic Affairs; Jack Ferracane, Ph.D., Professor and Chair of Restorative Dentistry; Leslie Garcia, M.P.A., OHSU Assistant Chief Diversity Officer and CDI director; Lillian Harewood, D.M.D. '95, Alumni Association board member; Noor Khaki, third-year dental student; Mark Mitchell, M.A., associate dean for student affairs; and Sikhmanpreet Sidhu, first-year student.

## RESOURCES

### Native Americans in Multnomah

**County:** [An Unsettling Profile](#)

Portland has the ninth largest urban Native population in the U.S., with a diverse community of more than 400 tribes. In the county, child poverty rate among urban Natives is 45.2%. More than half of Native students do not graduate high school.

### Reproductive Health in Oregon

[Eliminating Racial Disparities](#)

Infant mortality and lower birth weights reflect systemic inequalities in maternal and infant health. Infant mortality is roughly two times higher for African Americans of all socioeconomic backgrounds.

### In Our Own Words:

[Immigrant Experiences in the Northwest](#)

Immigrants who qualify for public health programs do not always know that they are eligible. Low-income immigrant children who qualify for Medicaid are only about half as likely to participate in those programs as are children who are citizens.

### A Community of Contrasts:

[Asian Americans in the United States](#)

Asian Americans are more likely than other racial groups to develop hepatitis and stomach and liver cancers. Asian American youth are more likely to consider suicide, and AA women 65 years or older are more likely to commit suicide. Yet Asian Americans are less likely to have seen a health professional in the past five years and are more likely to be uninsured.

### Affirmative Care for Transgender and Gender Non-Conforming People:

[Best Practices for Front-line Staff](#)

Many transgender people experience stigma and discrimination in their daily lives, and particularly when seeking health care. This useful tool is designed for front desk and other front-line staff who play a critical role in helping all people feel welcome and get the health care services they need.

## CONNECT WITH US

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

### Center for Diversity & Inclusion

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