



November 12: Fall Diversity Welcome

Join us for an evening of new connections and engaging conversations with our diverse OHSU community. Enjoy a fun evening of lively music, global cuisine, and meaningful connections. Meet leaders of diverse Employee Resource and Student Interest groups, as well as community organizations that address health disparities among underserved communities.

[RSVP here](#)

This year's Fall Diversity Welcome will be held from 5:30 to 8pm on Tuesday, November 12 at the Center for Healing Atrium. The event is free and open to all. Door prizes range from restaurant gift certificates to a variety of cultural books and artwork. If you need accommodation, contact cdi@ohsu.edu or 503 494-5657.

November 15: NAYA Family Center Annual Gala

OHSU is a proud supporter of the Native American Youth and Family Center (NAYA) annual auction and gala. Over the past nine years, community partners, Tribal leaders, elected officials and those dedicated to the educational and life success of Native youth have gathered to celebrate community and a shared history. The event includes a traditional Native American meal, special performance, as well as a live and silent auction. [learn more](#)

November 21: "The Importance of Diversity: What a Career in Indian Health Has Taught Me"

OHSU's Native American Employee Resource Group (ERG) and the Center for Diversity & Inclusion invite the community to a cultural competency lecture by Captain Thomas Weiser, M.D., M.P.H., a medical epidemiologist for the Portland Area Indian Health Service assigned to the Northwest Portland Area Indian Health Board and Northwest Tribal Epidemiology Center. Captain Weiser's presentation will highlight his experiences in working with American Indian and Alaska Native people and the importance of cultural sensitivity and relevance when working in two worlds of Indian health care delivery and service: Western medicine and traditional healing. [Download the flier](#) or [RSVP online](#).



November 21: OHSU Pride Mix and Mingle

Join OHSU Pride from 5-8pm on Thursday, Nov. 21 for the annual "Mix and Mingle" at the Student Center. The event is open to all students, faculty and staff. Get connected with OHSU Pride, and learn about how you can get involved with various volunteer activities, social events and other initiatives to advance equality in OHSU's LGBTQ community. Food and drinks will be served. To learn more about OHSU Pride, email pride@ohsu.edu or visit www.ohsu.edu/pride.

Diversity and Disability: Link to Productivity

Steve Hanamura, renowned diversity and inclusion expert, spoke at the first cultural competency lecture hosted by the Disability Employee Resource Group (DERG). Steve's talk focused on the importance of valuing diversity and creating an inclusive workplace for people of all abilities. "Here in the United States, we are starting to make a movement toward incorporating disability into the diversity conversation," says Steve. He lauded the work of the emerging Disability ERG group for its focus on the business case for inclusion, enhancing accessibility, dismantling the stigma of disability, and "uniting the cause with other dimensions of diversity." [View an excerpt](#) from Steve's speech or learn about "people first" language and [developing a vocabulary of respect](#). To connect with the DERG and help plan future events, contact co-chairs [Lina Reiss](#) or [Matthew Millard](#).



Night for Networking Draws Together Talent, Opportunities

Congratulations to OHSU's [Affirmative Action and Equal Opportunity](#) Department for their work in bringing together over 400 business leaders, employers and prospective employees and contractors at the fourth annual "Night for Networking" event, held in October at the Center for Health and Healing. Night for Networking, hosted by OHSU and sponsored and attended by dozens of Portland-area companies and agencies, is a job-networking event that connects individuals with disabilities with Portland-area employers. To learn more, contact [AAEO](#) or call 503-494-5148



November 2013

COMING UP

November 12: International Employee Resource Group Meeting 2-3pm KPV13000A OHSU Auditorium. A support and social network for OHSU's international employees, students and volunteers.

November 12: Disability Employee Resource Group Meeting 12-1pm at Hatfield Research Center, 4th floor Conference Room. Lend your voice toward advocating for people with disabilities.

November 14: OHSU Pride Meeting 12-1pm KPV13000B, OHSU Pride is the resource group for OHSU's LGBTQ community. www.ohsu.edu/pride

November 16: Taste the Tropics 2-6pm, Nov. 16 at Mercy Corps, 45 SW Ankeny. [A fund-raiser](#) to help doctors in Haiti, led by Portland-based Global Mustard Seeds Missions.

November 20: Micronutrient Deficiencies in Nepal 12-1pm in Mackenzie Hall 1162; presented by Marie Long, M.D. Neurosurgeon.

November 26: Portland Indian Leaders Roundtable 9-11am Center for Health and Healing, OHSU hosts the monthly meeting of Native American community leaders. Event is open to all, but [RSVP is required](#).

November 27: The Role of Addiction in HIV: The Vietnam Experience 12-1pm in Mackenzie Hall 1162. Presented by Todd Korthuis, MD, MPH; Associate Professor, Department of Internal Medicine at OHSU

December 4: Latinos Unidos Organization Meeting. 3:30-4pm in Mac Hall Café. Connect with OHSU's Latino Employee Resource Group.

May 27, 2014: Women's Leadership Conference The Center for Diversity & Inclusion is partnering with the OHSU Fund for Advancement of Women's Leadership and OHSU Center for Women's Health to present the second annual [Women's Leadership Conference](#), designed to provide leadership skills among OHSU's women faculty and administrators. Susie Wee, VP and CTEO (Chief Technology and Experience Officer) of Collaboration and Communication at Cisco Systems, will deliver the keynote. [Read about the first conference here](#).

Celebrating Diversity Scholars

The Center for Diversity & Inclusion (CDI) hosted a welcome dinner for OHSU diversity scholars from various academic programs. Every year, CDI administers scholarship programs for diverse medical, dentistry, nursing and Physician Assistant students who are committed to practicing health care in underserved communities. Admitted students are considered for scholarship funds after a rigorous admission process. [Contact CDI](#) to learn more about OHSU diversity scholarships.



“On the Road” to Enhancing Diversity Recruitment



Did you know that a large majority of applicants to OHSU academic programs hail from California? Enhancing recruitment and retention of diverse students is a key goal in OHSU's [Diversity Action Plan](#). CDI, in partnership with staff from OHSU academic units, embarked on a “regional tour” of graduate school fairs and information sessions in colleges and universities across Northern California. The California events were anchored by the University of California (UC), Davis [Pre-Medical and Pre-Health National Conference](#) and the [California Forum for Diversity in Graduate Education](#). OHSU's recruitment team talked to hundreds of diverse prospective students who are interested in careers in research, medicine, nursing, dentistry. Staff hosted information sessions and participated in graduate fairs in UC-Berkeley, San Francisco State, UC-Santa Cruz, San Jose State, Sacramento State, University of the Pacific, Stanford University, and UC-Merced. CDI staff also connected with prospective students in the Association of American Medical Colleges (AAMC) Annual Meeting Minority Recruitment Fair.

Dangerous Decibels Expands to Singapore

Congratulations to Billy Martin, Ph.D., founder and director of the Dangerous Decibels program, which is based in the Prevention Research Center's Noise-Induced Hearing Loss Project. Dr. Martin recently accepted a position as professor of Otolaryngology at the National University of Singapore. There, he will direct the new graduate training program in Audiology and working on a national program to improve hearing health. He will continue working with the Center as part of the core research project to prevent noise-induced hearing loss in American Indian children. To learn more about Dangerous Decibels, read about [Billy Martin's work](#), watch this [short video clip](#), or visit the [website](#).



School of Nursing Project Helps Medically Vulnerable

Now in its second year of implementation, the School of Nursing's Interprofessional Care Access Network (I-CAN) project in southern Oregon aims to assist veterans, Latino farmworkers and families in the west Medford neighborhood in partnership with La Clinica West Medford Health Center, the Family Nurturing Center and St. Vincent de Paul. The project is funded by a three-year grant from the Health Resources and Services Administration, the primary federal agency for improving access to health care services for people who are uninsured, isolated or medically vulnerable. [read more](#)

Dental Students Serve Children in Kenya



The School of Dentistry's [Dental Bites](#) (p.4) reports on a unique collaborating among students and staff to deliver much-needed dental services to young people in Chwele, Kenya. The three-week project was funded by a [Global Health Center](#) Student Summer Scholarship grant. While in Kenya, second-year medical students Amelia and Sydney Stoker and Caroline DeVincenzi assessed the oral health of 11- to 13-year-olds for the prevalence of dental caries, provided oral instructions, took water samples to determine fluoride content, among other tasks. [read more](#)

Diversity News

Did you get the latest edition of *Diversity News* in your campus mailbox? The newsletter includes diversity profiles, key takeaways from cultural competency lectures, updates on diversity recruitment initiatives, and information about employee resource groups. Learn about next steps for OHSU Pride, and get a heads-up about an upcoming OHSU-wide survey on diversity and inclusion. Read [Diversity News](#) online. We are working on the next edition of Diversity News. If you have an idea for a feature story, contact [Maileen Hamto](#) or call 503 494-5657.



RESOURCES

The Role of Diet in Maternal Health
Kent Thornburg, Ph.D., director of the OHSU Bob and Charlee Moore Institute for Nutrition & Wellness and professor of medicine, spoke about his research on epigenetics at the first Marquam Hill Lecture. Dr Thornburg addressed about declining American diets, and their impact on the health of multiple generations of Latino families. [view the Marquam Hill lecture video](#)

Oregon Expands Prenatal Care Access to Undocumented Women (*The Oregonian*) All women in Oregon – regardless of legal status – now have access to prenatal care. Thanks to a policy change, the Oregon Health Authority expanded a program statewide that makes use of federal funding to provide free or low cost prenatal care for women who would be eligible for Medicaid if not for their immigration status. Such coverage already exists in Washington and California. [read more](#)

Minorities Face Health Disparities in Mental Health and Addictions (*The Lund Report*) While African-Americans are overrepresented in behavioral healthcare, they're barely represented in policy positions – and mental health data for Asian-Americans in Oregon isn't even tracked. [read more](#)

African Refugees and Immigrants in Multnomah County Face Daunting Economic Odds (*The Oregonian*) The thousands of African immigrants and refugees living in Multnomah County face “dismal” economic prospects and glaring inequities in access to health services, decent housing and educational opportunities, according to a first-of-its kind report. [read more](#)

All of the Above: LGBT People of Color (*National Coalition for LGBT Health*) Lesbian, gay, bisexual, and transgender (LGBT) people of color are left vulnerable to cumulative negative health outcomes by a combination of persistent racism and the stigma attached to their sexual orientation and/or gender identity. [read more](#)

Rural Oregon Could Benefit from More Residency Programs (*The Lund Report*) Of Oregon's population, 25 percent live in rural areas, but only 9 percent of medical doctors serve those communities, according to Lisa Dodson, director of Rural Health Programs at OHSU. [read more](#)

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

Center for Diversity & Inclusion
Oregon Health & Science University
[FaceBook](#) | [Twitter](#) | [ohsu.edu/diversity](#)