



## Office of Diversity, Equity and Inclusion



Dear OHSU School of Medicine Community:

We are grateful to receive many comments on how our DEI newsletter is helping advance the School of Medicine's Goals: Belong, Include and Empower. Thank you for your dedication and hard work. I am honored to be alongside you on this journey.

Sincerely,

Leslie Garcia, M.P.A., Ed.D.  
Associate Dean for Diversity, Equity and Inclusion  
OHSU School of Medicine

## Building community



Thank you to students, faculty, staff and trainees for attending our School of Medicine's community gathering - hosted by the Office of Diversity, Equity and Inclusion at the BICC Gallery. We are appreciative for making time to connect and enjoy each other's company.

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## May Health Observances

### [National Stroke Awareness Month](#)

Stroke is the leading cause of death in women, it can happen to anyone at any time and recovery is a lifelong process. The risk of having a first stroke is nearly twice as high for Black people as for white people and Black people have the highest rate of death due to stroke. Though stroke rates have declined for decades among all races/ethnicities, Latinos have seen an increase in death rates. Learn the signs of a stroke.

### [National Women's Health Week](#)

National Women's Health Week is observed May 12-18. This year's theme is dedicated to empowering women to take charge of their health journeys and shining a light on health issues unique to women. Explore the daily topics and access the toolkits.

### [National Celiac Disease Awareness Month](#)

Celiac disease is a serious genetic autoimmune disorder that damages the small intestine. It is triggered by eating foods containing gluten. Let's increase the public's knowledge of what it means to be gluten-free.

## [Mental Health Awareness Month](#)

Despite recent strides in how we approach mental well-being, many communities still do not have access to the high-quality, comprehensive treatment and care they need. One in five U.S. adults experience mental illness each year. One in six U.S. youth have a mental health condition, but only half receive treatment. 50% of all lifetime mental illnesses begin by age 14 and 75% by age 24. Explore these [quick facts](#) about mental health.

## [Food and Allergy Awareness Week](#)

Join us May 12-18 to raise awareness about serious and potentially life-threatening food allergies that more than 33 million people in the U.S. have. Find ways in which you can support and raise awareness.

## [National Stuttering Awareness Week](#)

Join us May 9-15 to raise awareness about a communication disorder in which the flow of speech is broken by repetition, prolongation or abnormal stoppages of sounds and syllables. There may also be unusual facial and body movements associated with the effort to speak. Stuttering affects four times as many males in comparison to females and can have different causes in different people.



## Trends shaping the future of Latino health care

The second annual Latino Primary Care Summit took place this April in downtown Portland. This year's theme was "Chronic Conditions in Latinos: Trends, Innovations and Care for the Future."

Posted Monday, April 29, 2024

# DEI Enrichment

*All events are listed in Pacific Time, even those hosted in other time zones.*

## [Monday, May 6, 9 a.m. | Developing Inclusive Leaders in Polarizing Times](#)

When an argument is polarized, leaders need to understand the underlying conflict. This talk reframes adaptive leadership as a learning strategy to help leaders recognize the type of conflict at play and choose to act with a set of practices. This is part of the AAMC IDEAS Learning Series.

## [Wednesday, May 8 | 2024 Northwest Women's Health and Sex/Gender Differences Research Conference](#)

This full-day, in-person conference is designed to ignite cross-institution, multidisciplinary research partnerships and collaborations. Previous conferences have been incredibly successful in developing new relationships. Susan D. Reed, M.D., M.P.H., M.S., will serve as the keynote speaker.

## [Thursday, May 9, noon | My Path in Academics: Research, Clinical Care and Global Health](#)

Join David Hasan, M.D. Department of Neurosurgery, Duke University who will lead a discussion as part of the school's GME-to-Faculty Diversity Advancement Pathway. The goal of this session is to support and create a sense of community among residents and fellows who are underrepresented in medicine. Lunch will be served. RSVP by May 6.

## [Thursday, May 9, noon | Latinas and Maternal and Child Health: Research, Policy and Representation](#)

Maternal and child health (MCH) outcomes are an important indicator of a country's health. As Latinos make up 18% of the U.S. population, we must move past dated research frameworks to a more nuanced understanding of the health of Latina women and children. The focus of this talk will cover how acculturation has been used to describe differences in MCH outcomes, discuss how the umbrella term "Latino" masks subgroup differences, explore Afro-Latinidad in MCH, examine the effects of the sociopolitical climate on the health of families, and demonstrate the limited representation of Latinos in MCH research. This is part of the AAMC IDEAS Learning Series.

## [Monday-Tuesday, May 13-14 | NIH Annual Asian American, Native Hawaiian and Pacific Islander Health Research Conference](#)

The conference will highlight achievements both in research and of AANHPI scientists and will discuss health research needs. Sponsored by the National Cancer Institute and the National Institute of Health.

### **[Tuesday, May 14, noon | Women in Pain: Disparities in Experience and Treatment](#)**

Join Maria Rodriguez, M.D., M.P.H., director of the OHSU Center for Women's Health, as she explores gender differences in the experience and treatment of pain. Learn how provider biases and health system factors can lead to women's pain being ignored or misdiagnosed.

### **[Tuesday, May 21, 10 a.m. | Women of Color: Leadership, Retention and Toxic Environments](#)**

Many barriers have prevented and made it difficult for women of color to advance to senior leadership positions. Barriers include, but are not limited to, racism, isolation, toxic work cultures, minority tax, lack of mentorship, coaching and sponsorship, and inequities in financial compensation. This session will address the challenges and identify the factors that lead to inclusive, supportive and equitable work environments.

### **[Friday, May 24, 6:30 a.m. | "Hands That Rock the Cradle: Expanding Policies to Protect Black Maternal Health"](#)**

A panel of experts will present and discuss topics such as why Black women are more than four times more likely to die during childbirth than non-Hispanic white women, why Black infants are almost four times more likely to die from complications related to low birth weight compared to non-Hispanic white infants, how health systems and the social determinants of health shape these health disparities, and policy solutions for reversing and ending maternal and infant health disparities. Hosted by the esteemed Johns Hopkins Center for Health Disparities Solutions, Congressional Black Caucus and Congressional Hispanic Caucus Initiative.

### **[Friday, May 24, 9 a.m. | Building Equity Ambassadors into Diversity, Equity and Inclusion Leaders](#)**

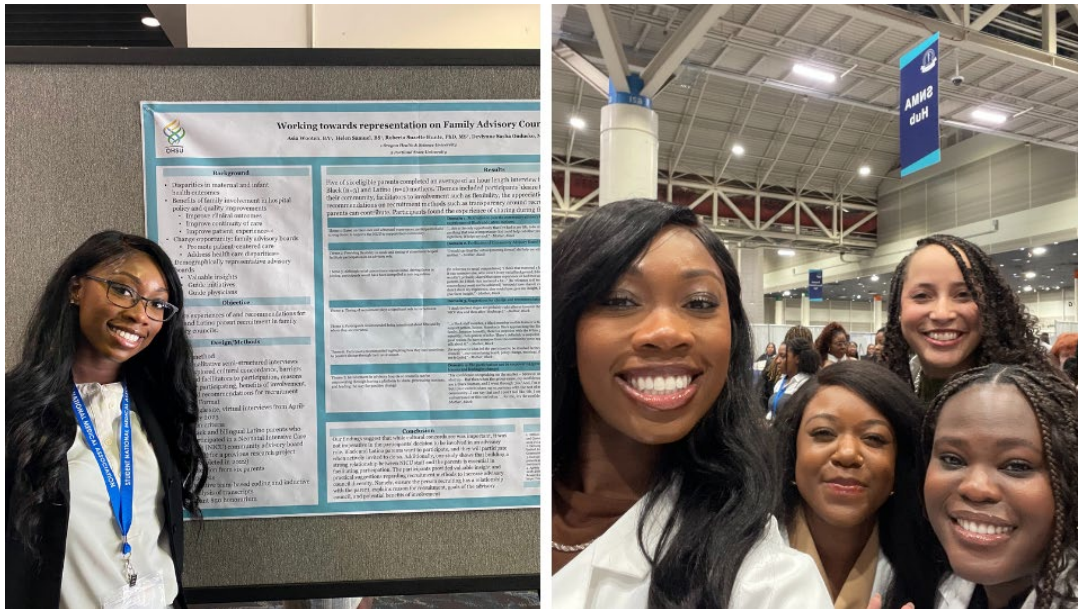
After participating in this webinar, attendees should be able to identify the important variables necessary to create an effective strategic plan, consider the institutional and departmental values for growth expansion along the antiracist continuum, and build sustainability through advancing a thriving culture for institutional growth. This is part of the AAMC IDEAS Learning Series.

### **[Thursday, May 30, 10:30 a.m. | National Health Equity Rounds](#)**

This National Health Equity Grand Rounds event will serve as a proverbial State of the Union for health justice work in the United States. Nationally renowned speakers including public health leaders, healthcare professionals, policy experts and organizers with deep experience in community-based health justice work, will gather to share their perspectives on where we collectively stand in our efforts to advance public health for all people living in the United States.

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# OHSU Represented at SNMA



OHSU M.D. students at the Student National Medical Association's (SNMA) Annual Medical Education Conference ([AMEC](#) 2024), held in New Orleans. This year's theme was "From Pressure to Purpose: Illuminating the Path to Excellence." AMEC is the largest gathering of underrepresented medical and premedical students across the United States and the Caribbean.

SNMA is the nation's oldest and largest independent student organization committed to the needs and concerns of medical students of color.

## A New Report

**Deep-seated racial and ethnic disparities in health care access, quality, and outcomes persist across all U.S. states**

The report offers an overview of the disparities people of color face across states' health care systems, and individual state profiles provide detailed information that policy, health care, and community leaders in each state can use to identify targeted opportunities for improvement.

The Commonwealth Fund report is part of an ongoing series examining state health system performance, with data collection and analytic support from the Center for Evidence-based Policy. [Click here.](#)

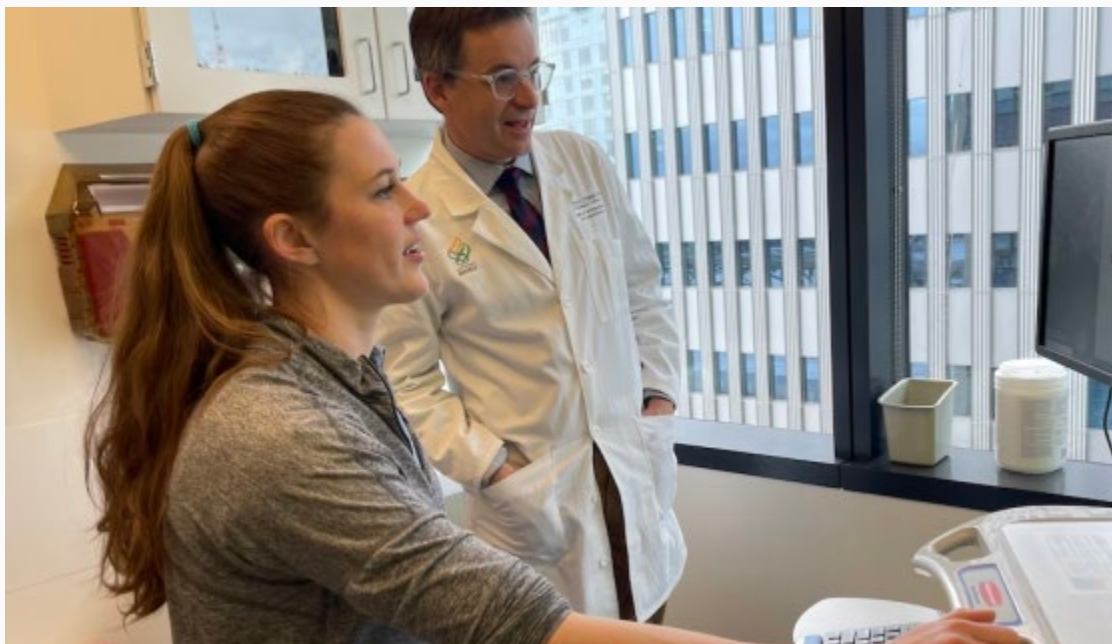
## See, Test and Treat



On April 27, the Department of Pathology and Laboratory Medicine, OHSU School of Medicine, in partnership with Multnomah County Mid-County Clinic, Hillsboro Medical Center Radiology and the OHSU Center for Women's Health, hosted a one-day multi-disciplinary clinic to provide free cervical and breast cancer screenings to patients who are uninsured or underinsured.

The OHSU Center for Women's Health, which provides a full spectrum of services and programs for women, staffed the clinic with a diverse team of clinical support staff. OHSU Health Equity provided consultation and guidance on how to provide equitable care in a community-based setting. This collaborative effort provided 20 mammograms and 40 cervical exams to women during the clinic.

OHSU recognizes that many women, especially those in medically underserved populations, are overdue or have never received cervical and breast cancer screenings. Removing financial and language barriers and improving access to diagnostic medical care and health education is one of the multiple ways in which OHSU is addressing health disparities.



## Orthopaedic residency program is majority female

In a specialty still dominated by men, Orthopaedics and Rehabilitation at OHSU stands out nationally, thanks to sustained, intentional effort. “I never felt viewed as a ‘female student/resident/surgeon,’ said Chief Resident Naomi Turner, M.D. “I know I was chosen for my strengths and accomplishments.”

Posted Monday, April 22, 2024

## On the pulse

- [The Role of State Health Agencies in Disaggregating Latino Patients' Data](#)
- [The 2024 Women in Medicine Annual Summit](#) will take place in Chicago, Illinois on Sept. 13 and 14, 2024. The summit is focused on the advancement of women in Medicine. See registration for information on attendance, nomination for awards and submission of abstracts. All submissions must specifically address gender



differences to be eligible. The deadline for submission is Friday, May 31 at 11:59 p.m. (ET)

## Spotlight: Debbie Melton



Debbie Melton is the Director of Undergraduate Medical Education (UME) in the OHSU School of Medicine.

Melton works behind the scenes directing UME operations, including staffing, financial, and IT resources, for the UME program within the School of Medicine. She ensures program operations run smoothly, and advocates for necessary resources and support for our staff, students, faculty and all involved in the UME community.

Melton leads the unit leaders within UME Admissions, the [Outreach, Advising, Support and Identify formation for Students \(OASIS\)](#) program, and the Teaching Services Office. She oversees UME financials - including operating budgets, funds allocated for supporting student activities through Student Senate and Dean's Funds, and various OHSU Foundation funds to support UME activities such as the [White Coat Ceremony](#).

*"I am hard at work behind the scenes ensuring all facets of our program operations are running smoothly and am advocating for needed resources for staff, students and faculty. I enjoy the many aspects of my leadership role within UME along with the impact and breadth of scope it entails."*

### Part of student's journey

Melton came to OHSU in 1991 working with Dr. J.S. "Dutch" Reinschmidt in the School of Medicine Dean's Office as he was spearheading the establishment of Oregon Area Health Education Centers (AHECs). She transitioned to Director of UME Admissions and was in

that role for 20 years overseeing the admissions process. During this time, she met with thousands of prospective students, to provide them with encouragement and insights to pursue their dreams and make informed decisions in discovering what this path may look like for them.

In her years in UME admissions, she worked alongside developers to create a comprehensive and long-lasting tracking system to track the progress of the 6,000-plus applications each year. The system is still in use, evolving and adapting when needed and continues to provide admissions with the ability to track applicant progress and generate data to meet the needs of the many stakeholders.

Melton became director of UME in 2013 where she has directed operations for the entire UME program, taking on a more expansive scope of leadership to encompass the UME program as a whole.

*"I've always been passionate about staff wellness and work/life balance. It's important to ensure that every member of the team feels a sense of belonging and empowerment in their roles. To help in this work, I co-created the UME Wellness Task Force to promote staff engagement and team building. In addition, I'm proud to have been a part of over 4,500 students' journey through our M.D. program."*

Melton also provides leadership, mentorship, vision, strategic planning and innovation within the UME program.

*"From a professional perspective, I am proudest of my long-standing commitment to OHSU, specifically to the School of Medicine Dean's Office and the UME program. Having started at OHSU in 1991, I was on the ground floor in moving medical school admissions to the SoM Dean's Office and was instrumental in developing an entirely new process that provided a comprehensive and transparent way by which medical school admissions were handled at OHSU. From a personal perspective, I am proudest of my family. My husband and I are celebrating 30 years of marriage this year and have raised two amazing children who are the lights of my life."*

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## **Need a DEI consultation?**

Let us know how we can assist. Please, email us at [somdiversity@ohsu.edu](mailto:somdiversity@ohsu.edu)