



SOM DEI & Anti-Racism Resources & Updates

DATE: November- 2021 PRESENTED BY: Leslie D. Garcia, MPA, Assistant Dean
for DEI, SOM Dean's Office, Oregon Health & Science University



National Health Observances:

November is [American Diabetes Month](#)

Some groups of people are affected by prediabetes and diabetes more than other groups. Differences in health status or access to health care among racial, ethnic, geographic, and socioeconomic groups are referred to as health disparities.

The Centers for Disease and Control and Prevention (CDC) has expanded the [U.S. Diabetes Surveillance System](#) with a new social determinants of health (SDOH) module to help identify under-resourced areas of the United States and assess the potential impact of health disparities on diabetes burden and risk factors. See [Diabetes Data and Statistics](#)

[OHSU Harold Schnitzer Diabetes Health Center](#) offers classes, support groups, research opportunities, virtual care and other health care [services](#). Please view presentation titled “Structural Inequities and Diabetes: Challenges and Solutions” presented at the Annual Darlene Cain Memorial Care Lecture by Dr. Monica E. Peek, MD, MPH.



National Health Observances:

On November 18, the National Organization of State Offices of Rural Health (NOSORH) is celebrating [National Rural Health Day \(NRHD\)](#). The observance showcases the efforts of rural healthcare providers, State Offices of Rural Health, and the unique healthcare challenges that rural citizens face. According to [NOSORH](#), an estimated 57 million people – nearly 1 in 5 Americans – live, work and play in rural communities. These communities face a shortage of qualified health care providers in rural and frontier communities.

OHSU [Oregon Office of Rural Health](#) (ORH) serves as a coordinating body for rural and frontier health in Oregon to increase its ability to bring statewide resources to rural areas. Visit ORH Website to learn of all the services, resources and opportunities. On November 18, 2021 from 2-3 p.m. ORH will be hosting a forum titled “[Providing Specialized, Emergency Care to an Aging Rural Oregon Population through Geriatric.](#)”





Native American, Indigenous & Alaska Native Heritage Month

November is Native American Heritage Month, recognizing the significant and ongoing contributions of American Indians, Alaska Natives, and Indigenous People. This year's theme is "Sovereignty, Trust and Resilience." Beginning more than 100 years ago, national observances to recognize Native American Heritage and provide an opportunity to raise awareness, celebrate diverse tribal cultures, and honor the past and present.



Native American, Indigenous & Alaska Native Heritage Month

- According to the [Centers for Disease Control and Prevention \(CDC\)](#), the COVID-19 pandemic has disproportionately impacted American Indians and was [validated](#) by Drs. Allison Empey and Andrew Steinfieldt. To help increase vaccine confidence a campaign and [toolkit](#) was created by the CDC.
- Association of American Indian Physicians COVID Monoclonal Antibody Town Hall Nov. 14, 2021 [To Register](#)
- Learn of the NW Portland Indian Health Board visit <https://www.npaihb.org/> to learn of resources, services, and of [upcoming events](#).



Native American, Indigenous & Alaska Native Heritage Month

Please visit the SOM [NW Native American Center](#) website to learn more about their work to increase the number of American Indian and Alaskan Natives in the U.S. health professional workforce. The Center is led by Dr. Erick Brodt who was elected to the [National Academy of Medicine](#) for his efforts to increase Native American representation.



Important Cultural Traditions in November

November 2 & 3 Latinos Unidos Employee Resource Group (LUERG) hosted an event to recognize [Dia De Los Muertos](#). A celebration of indigenous cultural practices and traditions that predate to the 16th Century. Recording Link:

<https://ohsu.box.com/s/ftjxkzm30zc3m15lolgxev0571xp9d1y>

Cultural Festivities

November 4, **Diwali** and November 28, **Hanukkah**, 2021. See for more details



Gratitude and Acknowledgement

Veterans Day is a time to pay our respects to those who have served. This holiday started as a day to reflect upon the heroism of those who died in our country's service and was originally called [Armistice Day](#). It fell on Nov. 11 because that is the anniversary of the signing of the Armistice that ended World War I. In 1954, the holiday name was changed to "Veterans Day" in order to account for all veterans who served. See below health disparities information impacting veterans.

[Video](#) featuring OHSU health care pros team – only two U.S. Hospitals who participate in Army Military Civilian Trauma Team [Training Program](#)





World Kindness Day

[World Kindness Day](#) is a global day celebrated on November 13 each year, that promotes the importance of being kind to others.

Please consider assisting the Physicians for Human Rights Show your support by taking part in a collection drive sponsored by Physicians for Human Rights with the support of ANAMS, APAMSA, Health Policy Interest Group, LMSA, MESAA and SNMA. Students, faculty, and staff are welcome to put together [Refugee Care Collections Restart Kit Drive](#) to be distribute by Refugee Care Collective. Questions?

Contact Jamila Godil at godilj@ohsu.edu



Professional Development & Opportunities

The Importance of “Belonging” to Achieve Diversity and Inclusion at Health Care Academic Institutions

November 30, 10:55 am to 12:30 pm

Viewing of the “Belongingness as a Pathway to Diversity and Inclusion in Dental Education” webinar, followed by a discussion. Go to [Compass](#) to sign up.

Christy Glass, professor of sociology and interim director of Utah State’s Center for Intersectional Gender Studies & Research, presented an anti-racist town hall entitled [“Paying a risk Tax, climbing the glass cliff; How racism limits careers and what we can do about it.”](#) Link to title to access recording.





Professional Development & Opportunities

Apply to SoM Leadership Development Programs

- The next cohort of the [Mid-Career Clinical Leadership Development Program](#), directed by SoM Office of Faculty Development, and [Paths to Leadership](#), a leadership development program run by the Division of Management, are set to begin in January. Review the [program comparison](#) to learn which one may be a good fit you.
- **Applications due Nov. 22**



Mentee Opportunities

The SOM Undergraduate Medical Education pairs OHSU first and second-year M.D. students from diverse backgrounds and under-represented students in medicine (URiM) and are paired up with Physicians and Residents to serve as mentors. The SOM Diversity Program provides a valuable opportunity to build professional relationships and connect with a mentor. Are you interested having a mentor?

Interested mentees, please apply by November 30, 2021. See link for more information.

[SOM Diversity Mentorship Program](#)



Recruiting SOM Facilitators for Stepping In: An Evidence Based Model for Responding to Discriminatory Behavior

DEVELOPED BY: University of Virginia Health, Dean's Office School of Medicine, and OHSU's Center for Diversity and Inclusion



Learning Outcomes

1. Understand our duty to act in situations where we witness bias.
2. Know the institutional policy and underlying values that drive our response.
3. Feel empowered and competent to recognize when and how to address bias when it occurs.
4. Demonstrate the ability to use the 4 D's of intervention and the BEGIN Framework.
5. Understand why and how to successfully debrief the event.
6. Know where to access OHSU's resources and reporting policies.



Reminder- Cultural Competency Continuing Education

As of July 1, 2021, Oregon Medical Board licensees must complete cultural competency continuing education as a condition of licensure as required in [OAR 847-008-0077](#). Available [Cultural Competence and Preventing Health Disparities](#). This course is certified for *AMA PRA Category 1 Credit™* by OHSU Continuing Professional Development.

The OHSU School of Medicine will cover the cost of the Cultural Competence and Preventing Health Disparities course for 500 SoM providers.

If you are interested, [complete the request form](#).





AAMC News

AAMC Insights into health equity after COVID-19

Article written by Stacy Weinter, Senior AAMC Staff Writer conducted an interview with Former U.S. Surgeon General David Satcher, MD, PhD, and Daniel Dawes, JD, the executive director of the Satcher Health Leadership Institute at Morehouse School of Medicine examine health equity through a historical lens, offering insights into how individuals, medical schools and the government can help “ensure that all communities have the opportunity to thrive.” Read [AAMC News](#)

Disability, Health Equity & COVID 19 Report [Disability, Health Equity & COVID-19](#) National Institute for Health Care Management Foundation: Infographics.

AAMC Learn Serve Lead 2021: The Virtual Experience Monday Nov. 8, 9, 10th, 2021. [Learn of Program, Speakers, and Sessions focused on DEI & Anti-Racism](#)



AAMC News

New “Academic Medicine Podcast” episode examines experiences of trainees and physicians from minoritized communities in the United States and Canada

A new episode of the “Academic Medicine Podcast” explores research on creating safe spaces to discuss bias and discrimination. The discussion also focuses on how professional norms may be harmful to those from minoritized communities and the importance of fostering inclusive learning and practice environments. [Listen Now](#)

AAMC publishes updated guide on medical school admissions

The *2021 Official Guide to Medical School Admissions: How to Prepare for and Apply to Medical School* is available as a free download. The AAMC has updated this comprehensive guide, available for the first time at no cost, as the authoritative source for information on medical school admissions for the 2022 application cycle to help aspiring medical students navigate the application process. The guidebook offers exclusive insights from the experts, including application tips and national applicant and acceptance data from the 2020 entering class. Share with students interested in medicine. [Read More](#)



DEI & Anti-Racism Questions in the SOM?

Leslie Garcia, MPA, Assistant Dean for Diversity, Equity & Inclusion, Dean's Office, School of Medicine ,OHSU

garcial@ohsu.edu

(503) 806- 0447 cellular work number

School of Medicine DEI & AR Website - Please see resources @

<https://www.ohsu.edu/school-of-medicine/diversity-equity>

Have an upcoming event? Please send my way to share for the December edition.

