

## Belong | Include | Empower



Dear OHSU School of Medicine Community:

Greetings! I am happy to report that the first [OHSU Oversight Committee](#) meeting took place on Feb. 10, 2022. The committee's role and scope is to review, monitor and provide input in the decision-making processes of the Implementation Committee. In response to the Covington Report, both committees were established to transform OHSU for the better. I've been designated by Dr. Jacoby to represent the school. I had the opportunity to meet all members of the committee, discuss the committee's role, and decision-making protocols.

I want to acknowledge that this past week and month has been heavily overshadowed by what is taking place at home and overseas. We recognize that some of our students, faculty, and staff may have been impacted by tragedy, loss, and the unexpected. Please give grace to those who may need understanding and assistance especially to members who have ties to Ukraine, Poland and Russia who have been impacted directly or indirectly.

On a personal note, I want to create space to remember three DEI leaders who have recently passed - Drs. [David Sahn](#), [Binyam Nardos](#), who were our OHSU colleagues, and international humanitarian leader [Paul Farmer](#) - who worked hard to eliminate health disparities and mentored new generations of providers and scientists. They will be missed. I encourage that we, too, continue to lead with aspirational goals, not give up hope, and help carry forward efforts to empower, include, and create a culture of belonging. Let's make a difference in the lives of others.

With respect,

Leslie Garcia, M.P.A.  
Assistant Dean for Diversity, Equity, & Inclusion  
OHSU School of Medicine

## Get involved

- UME is opening the application period for Diversity Navigator roles in the M.D. Program. Interested applicants should email Dr. Tracy Bumsted, associate dean for UME by March 20 (9 p.m.). Include CV, cover letter and a one-page statement. See attached PDF for more details.

- SoM Departments, Centers, Institutes and Program Diversity Action Plan updates due March 31.

## March Observances



### National Nutrition Month

Learn about making informed food choices and developing good eating and physical activity habits to reduce the prevalence of chronic diseases. [OHSU's Bob and Charlee Moore Institute for Nutrition and Wellness](#) offers [educational tools](#) in multiple languages.

### Developmental Disabilities Awareness Month

[Raise awareness](#) about the inclusion of people with developmental disabilities in all facets of community life. The [OHSU University Center for Excellence in Developmental Disabilities](#) has a 50-year history of improving the lives of people with disabilities throughout Oregon. In 2021, Oregon changed policy by passing Senate Bill 1606, guaranteeing Oregonians with disabilities access to people they trust to provide supports when they are in the hospital - [listen to this podcast](#). Recommended: 1. [Learners with disabilities: an important component of DEI in medical education](#), 2. [Healthcare needs of deaf signers: the case for culturally competent healthcare providers](#).

### #LGBTQHealth Week

This year's theme is "[Live Out Loud for LGBTQ Health!](#)" to encourage everyone to speak openly about LGBTQ Health and ending stigma through accessible, affirming, and inclusive healthcare services. Various education and advocacy events will take place during March 21-25.

### March 1 | Zero Discrimination Day

An observance [created by the United Nations](#) to promote equity. Become informed about and promote inclusion, compassion, peace and above all a movement for change.

### March 8 | International Women's Day

A United Nations-sanctioned [global holiday](#) that celebrates women's contributions to society, raises awareness about the fight for gender parity.

### March 21 | International Day for the Elimination of Racial Discrimination

The United Nations proclaimed the [International Day for the Elimination of Racial Discrimination](#) in 1966. Every year the international community come together in an effort to eliminate all forms of racial discrimination.

### March 31 | Cesar Chavez Remembrance Day

Chavez founded the [United Farm Workers of America](#) with Dolores Huerta and brought light to the largest boycott against and is credited for organizing a union to fight social injustices.

### March 31 | International Day Transgender Day of Visibility

Recognizes the resilience, accomplishments and ongoing barriers of the [transgender community](#). Rachel Crandal, a transgender activist, founded this day in 2009. Crandal wanted to highlight the fact that the only transgender-centric day that is internationally recognized is Transgender Day of Remembrance, which is in mourning of members of the community who had lost their lives, and that there was no pay homage to living transgender people. Local Portland LGBTQ Organizations [Basic Rights of Oregon](#) and [Pride Northwest](#) offer local events.

## Women's History Month



We pay tribute to the ceaseless work of caregivers and frontline workers during the pandemic and a recognition of the thousands of ways that women of all cultures have provided healing and hope throughout history.

OHSU's Gender Equity in Academic Health and Medicine Committee hosted its [GEAHM Leadership Conference](#) and revealed the [2022 Frontline Heroes and Hidden Heroes](#) recognizing individuals on the frontlines and working behind the scenes who have shown at most dedication to health, welfare and education to the community. Please congratulate and thank your colleagues!

The National Women's History Museum is hosting several [virtual events](#) and [online exhibits](#).

Recommended: 1. [Three lessons from landmark U.S. soccer agreement on getting equal pay in sports](#), 2. [Women in medicine: the limits of individualism in Academic Medicine](#), 3. [The rising to the challenge: strategies to support Latina and other women of color in science and medicine](#).

## Irish American Heritage Month



Congress designated March as Irish-American Heritage Month in 1991 and every year the President of the U.S. issues a proclamation commemorating the occasion. Originally a religious holiday to honor St. Patrick, who introduced Christianity to Ireland in the 5th century, St. Patrick's Day has evolved into a celebration of all things Irish. Watch [part 1](#), [2](#) and [3](#) of History of Irish in the U.S. The National Archives also [celebrates the contributions of Irish Americans](#).

Recommended: 1. [Irish America Magazine: Health and Life Sciences 50](#), 2. [Residents with Irish Ancestry make 20% of U.S. population](#)

## Greek American Heritage Month



Also known as Hellenic Heritage Month coincides with the celebration of Greece's National Greek Independence Day on March 25th. Hellenism, originating from Ἕλλην (Éllēn, "a Greek"), is the emulation of ancient Greek culture, civilization, principles, and ideals, including humanism, reason, the pursuit of knowledge, the arts, moderation, and civic responsibility.

Recommended: 1. [Repository of Greek American Studies](#), 2. [Which cities have the largest Greek population outside of Greece?](#)

## Enrichment

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

[Wed., March 2, 11 a.m. - noon / 2022 Spirit Lecture: Enhancing Diversity and Excellence in Science](#)

Discussion led by Dr. Marie Bernard, chief officer for scientific workforce diversity at the National Institute of Health.

[Thurs., March 3, noon - 1:30 p.m. / Letting Patients Lead: Language, Listening and Learning](#)

Learn about the importance and practice of listening to patient-identified words, roadmaps informed by patient interviews and trauma-informed communication.

[Tues., March 8, noon-1 p.m. / Caring for ourselves and each other](#)

Discussion led by Dr. Sara Walker, associate professor of psychiatry, OHSU's School of Medicine.

[Tues., March 8, 3 p.m. / Brick Wall Challenges for Increasing Black Physicians in Practice](#)

Learn about barriers entering and maintaining a place in the physician workforce and strategies to increase Black/African American presence in the clinical workforce.

[Tues., March 8, noon-1 p.m. / Creating Capacity for Change: Developing Faculty Resilience and Growth](#)

Presented by Drs. Angele Theard, OHSU's Dep. of Anesthesiology, Anya Solotskaya and Rebecca Harrison, DHM and Alvin Calderon, Virginia Mason Medical Center.

[Wed., March 9 & 23, 11 a.m.-12:30 p.m. / Supporting Mental Health Needs of Migrant Seasonal Agricultural Workers](#)

Four-part learning collaborative hosted by MHP Salud; intended for community health workers and health centers. Session 4 will be on April 6.

[Thurs., March 10, 8-9 a.m. / Clinical Efforts for Children with Complex Communication Needs](#)

OHSU speakers share about research informed community projects, clinical service, and the intersection of lived experience.

[Monday, March 13, 7 p.m. / Conozca sobre los cánceres de la sangre en los hispanos](#)

Dr. Eneida Nemecek, medical director for clinical research, OHSU's Knight Cancer Institute will lead an educational session for Latino patients and caregivers about blood cancer. Discussion will be in Spanish via Facebook live.

[Monday, March 21, 7-8 p.m. / Day for the Elimination of Racial Discrimination: How to be an ally](#)

March 21 is International Day for the Elimination of Racial Discrimination, this webinar is presented by Employers Network for Equality and Inclusion.

[Wed., March 23, 9 a.m.-noon / Social Determinants of Health, Antiracism and CBME](#)

Hosted by the International Competency-based Medical Education Collaborators and presented by Drs. Patricia Poitevien, Warren Alpert SoM at Brown University and David Turner, American Board of Pediatrics.

[Tues., March 29, 8-9 a.m. / Rounding While Black](#)

OHSU's Department of Medicine Grand Rounds with guest speaker Dr. Khaalisha Ajala, assistant professor at Emory University.

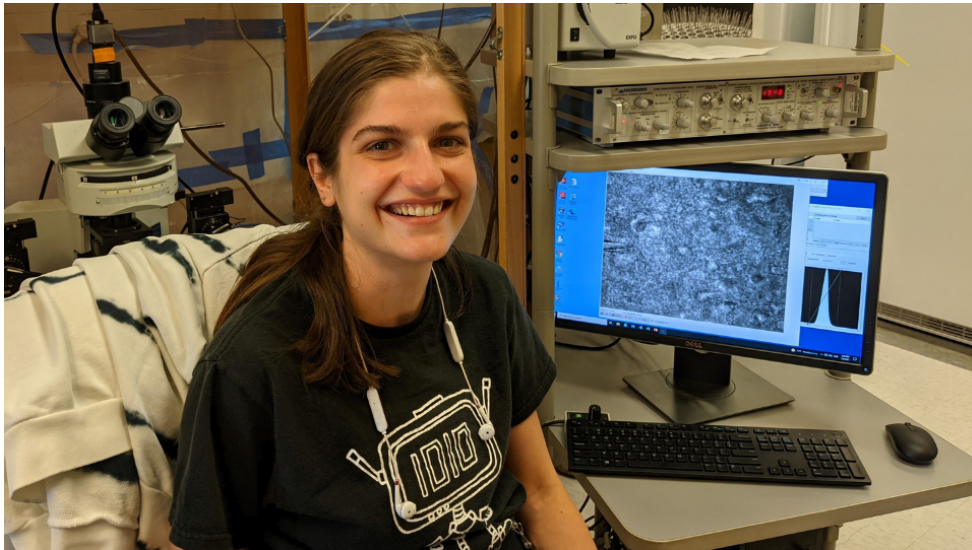
## Your hand on the pulse

- [OHSU's community vaccination events mark progress toward health equity](#)



- [IAPHS Interdisciplinary Approaches for Advancing Population Health Equity, submissions Mar. 7](#)
- [The Root Cause Coalition: 7th Annual National Summit on the Social Determinants of Health, submissions Mar. 14](#)
- [AAMC Nominations open for 2022 Herbert W. Nickens awards, due Apr. 1](#)
- [Annual medical school faculty salary report is now available](#)
- [The National Academy of Medicine publishes collection of resources on clinician well-being and resilience](#)
- [A data-based look at America's physicians and medical students, state-by-state](#)

## Danica Bojovic, Ph.D. student, Neuroscience Graduate Program



I am a 3<sup>rd</sup>-year student from Belgrade, Serbia doing a Ph.D. and studying the functional role of astrocyte gap junctions. I came to the U.S. giving up my plan to study medicine because neuroscience is exciting and mind-blowing. I majored in Biology and French at Grinnell College where I co-led the Society of Advancement of Chicanos/Hispanics, supporting URiM students.

As a member of OHSU's International Employee Resource Group, I help international OHSU members connect with each other, people at OHSU, and the larger Portland community. The last two years have been difficult for everyone but especially for those who, like me, were not able to go home. Helping international graduate students and post-docs to adapt to OHSU while creating a sense of community is my next goal.

[Religious Holiday Calendar 2022](#) | [AAEO Religious Accommodations and Disability Accommodations](#)

*The SoM Belong, Include, Empower e-newsletter is sent monthly to members of the OHSU School of Medicine. This space is dedicated to the valuable role of Diversity, Equity, Inclusion and Anti-racism (DEI&A) practices in promoting trust, engagement and well being. Have an idea, resource or an event to share? Questions and comments? [somdiversity@ohsu.edu](mailto:somdiversity@ohsu.edu)*