



Belong | Include | Empower

Dear OHSU School of Medicine Community:

I'd like to dedicate this issue to Drs. [Sharon Anderson](#) and [George Mejicano](#) who provided the SoM with vision, commitment, and impact to advance DEI and Anti-racism during their years of service. I am honored to have worked alongside two great leaders who have empowered me to lead the critical work of DEI and Anti-racism along with many others in the School of Medicine.

They have been instrumental as demonstrated by the numerous outcomes shared in reports, and data points, and by changing the lives of many. We will continue our commitment to advance the [SoM DEI Strategic Plan](#) in collaboration with all departments, centers, institutes, faculty, staff, students, and institutional partners.

I'd also like to recognize the work, collaboration, and commitment of many to advance DEI work that took place in the School of Medicine this academic year. Thank you to the following: Undergraduate Medical Education (UME) Diversity Navigators, Resident and Fellow Diversity Subcommittee, Faculty Development Office, UME Equity Justice Subcommittee, SoM Student Diversity Affinity groups, ACGME Diversity Inclusion Sub-Committee, and the SoM Diversity Committee members. Thank you to all who are working so diligently to make change happen.

Best,

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

## Welcome UME diversity navigators!



After an extremely competitive hiring process, UME is honored to announce its four outstanding faculty members who will serve as Diversity Navigators.

# July Health Observances



## [National Park and Recreation Month](#)

Improving the access to high-quality parks and recreation systems have the greatest influence on health and wellness outcomes, community resiliency and overall quality of life. There is a movement for parks and recreation centers to be more welcoming to all. Visit [Oregon State Parks](#) and [Portland Parks and Recreation](#).

## [National Minority Mental Health Awareness Month](#)

Some communities face an added level of stigma and discrimination when seeking mental health care. Common barriers to treatment include access to care, cost, insurance, cultural stigma, lower-quality care and structural barriers like transportation and childcare. Let's break down stigma so no one struggles in silence. In this docuseries mental health champions share their resilience and recovery emphasizing the importance of culture and identity. Also, see OHSU's SoM [Department of Psychiatry](#).

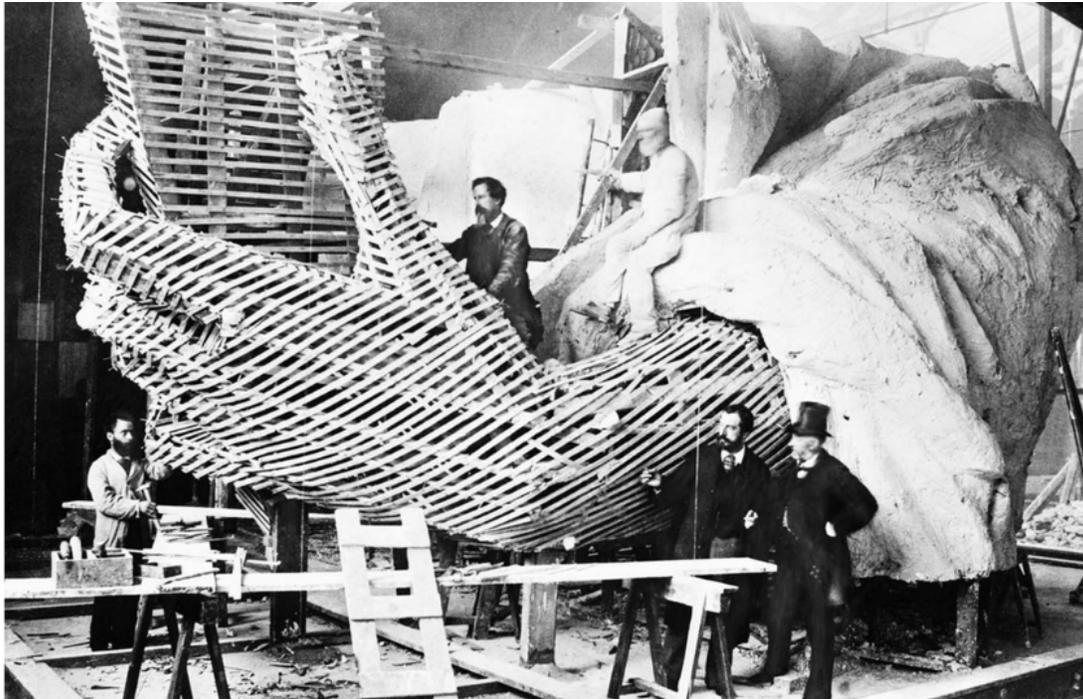
## [Juvenile Arthritis Awareness Month](#)

Social determinants of health in children with juvenile arthritis impact the prompt initiation of treatment to prevent disease morbidity. The increased community poverty level is associated with a longer wait to a pediatric rheumatologist after symptom onset. No two children experience the exact same symptoms or struggles. Learn [facts and history](#). Resources available in [multiple languages](#).

## [UV Safety Month](#)

Melanoma is the most deadly form of skin cancer and has a 99% survival rate when treated early. Oregon ranks in the top 10 for both melanoma rates and deaths. Melanomas develop when unrepaired DNA damage to skin cells, most often caused by ultraviolet radiation, triggers mutations.

# National French American History Month



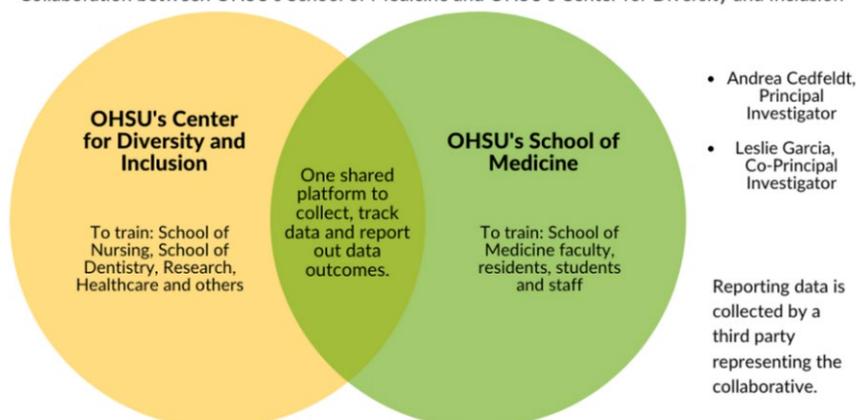
*An 1875 image of Frédéric-Auguste Bartholdi, the creator of the Statue of Liberty, posing with a visitor while the statue was under construction inside a Paris studio.*

July is designated National French-American Heritage Month in the United States to recognize the important contributions made by Americans of French descent. Read about [history, contributions](#), and other important data points. Also, learn of the local Oregon history of the French Prairie located in the mid- Willamette Valley that had five major towns which included Butteville, Champoeg, St. Paul, St. Louis and Gervais which all remain with the exception of Champoeg. The Champoeg town site, located on the river, was washed away in the floods of 1861 and 1891 and now is known as a state park.

See more details of the [rich history of Oregon](#). Also, learn of the French connection to the Statue of Liberty which was a gift from the French people during the American Revolution, commemorating the perseverance of freedom, democracy and the end of slavery. Unveiled in 1886, the statue stands at the entrance to New York Harbor and has welcomed millions of immigrants to the United States ever since.

## Stepping In for Respect, now available to all SoM departments

**Stepping In For Respect Training**  
Collaboration between OHSU's School of Medicine and OHSU's Center for Diversity and Inclusion



# School of Medicine: Covington Update

Dr. Jacoby appointed me to serve on the Oversight Committee to represent the School of Medicine as your Assistant Dean for Diversity, Equity, and Inclusion. **Please reach out with questions, suggestions, and commentaries so all voices are represented.** The Oversight Committee provides feedback and recommendations to the Implementation Committee.

The Oversight Committee reviewed and provided feedback on the job description for the EVP for Human Resources. A national search is taking place. The Committees are working to finalize SBARs to 1. Realign the Office of Affirmative Action and Equal Opportunity (AAEO), 2. Develop a centralized tracking system for misconduct and investigations, 3. Develop a new accountability dashboard which is available for review. Other SBAR proposals have recently been shared with the committee for review.

**Join me Wednesday, July 6 from noon to 1 p.m. via Webex where I will provide an overview and look forward to receiving your feedback and suggestions.**

Please RSVP to Alana Rajnicek [rainicek@ohsu.edu](mailto:rainicek@ohsu.edu) to receive attachments and a meeting link.

Please also review the [Covington response in O2](#) for more detailed information, meeting minutes/agendas, FAQs, and additional updates.

## Enrichment

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

[Tuesday, July 5, 11:30 a.m. | Intersections and Conflicts: the ADA and Impacts of the COVID-19 Protocols](#)

This year marks the 32nd Anniversary of the Americans with Disabilities Act. The ADA is a civil law enacted in 1990 that prohibits discrimination against individuals with disabilities in all areas of public life. The Oregon Disabilities Commission, Northwest ADA Center and Disability Rights Oregon is hosting this session.

[Tuesday, July 12, 9 a.m. | Improving the Learning Environment for LGBTQ+ Medical Students](#)

Presenters will highlight practices that faculty and leadership at medical schools can employ to improve the learning environment for LGBTQ+ medical students.

[Tuesday, July 12, 11:30 a.m. | Caregiver Workforce Shortages - Consumers Scramble for In-home Services](#)

Hosted by the Oregon Disabilities Commission, Northwest ADA Center and Disability Rights Oregon.

[Tuesday, July 19, 11:30 a.m. | Dangerous Assumptions: Understanding Audism \(negative stigma toward deaf or hard of hearing\) and Changing Perspectives about Communication](#)

Hosted by the Oregon Disabilities Commission, Northwest ADA Center and Disability Rights Oregon.

[Tuesday, July 26, 11:30 a.m. | Evolution of the ADA: Past, Present and Future](#)

Hosted by the Oregon Disabilities Commission, Northwest ADA Center and Disability Rights Oregon.

## On the pulse

- [Learners with disabilities: an important component of diversity, equity, and inclusion in medical education](#)
- [Recent trends in school-based mental health services among low-income and racial and ethnic minority adolescents](#)
- [National Institute on Minority Health and Health Disparities Specialized Centers of Excellence on minority health and health disparities](#)
- [Understanding American Indian and Alaska Native Identities: considerations for medical school and residency program](#)

- [Oregon's dual-language prescription drug labeling law](#)

## Research opportunities

- [NIDA, NIMH, and NINDS research opportunities for new and "at-risk" investigators to promote workforce diversity](#)
- [Inviting comments and suggestions on the development of a prize competition for institutional excellence in Diversity, Equity, Inclusion, and Accessibility](#)
- [Maximizing opportunities for scientific and academic independent careers institutionally-focused research education award to promote diversity](#)

## Spotlight: Judy Guzman-Cottrill, D.O.



*Dr. Judith Guzman-Cottrill gathers with other medical professionals in Pioneer Courthouse Square on Friday, June 5, 2020, showing support for the Black lives movement.*

Dr. Guzman-Cottrill specializes in caring for kids with infectious diseases. She is also involved in several projects aimed at decreasing hospitalized children's risk of developing infections. Dr. Guzman-Cottrill enjoys working with kids because "they are always optimistic and so resilient." OHSU Doernbecher Children's Hospital pediatric experts strongly recommend that children be vaccinated against COVID-19. [Schedule an appointment.](#)

---

[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)*