



Belong | Include | Empower



Dear OHSU School of Medicine Community:

This is the seventh edition of the School of Medicine's diversity newsletter where we continue to bring educational resources, raise awareness and build community among students, residents, fellows, faculty, staff, and volunteers. Our collective commitment to make change and transform our work and learning environments to be more equitable, respectful and inclusive is strong. I have no question that together we can achieve more.

As your assistant dean for diversity, equity and inclusion I serve as your representative through the Covington Oversight Committee. I am currently seeking your feedback, see below at the bottom of the newsletter for more details.

I also want to bring to your attention that last week a member of the school shared feedback through institutional channels that the [OHSU Now story celebrating recent School of Medicine promotions](#) was disheartening as the rationale in who is promoted, as well as when and why, seems to be arbitrary and centered in white supremacist theories.

I want to recognize and appreciate Dr. Alan Hunter, professor of medicine and chair of the SoM Promotion & Tenure Committee, for engaging senior SoM leaders about this feedback and providing a thoughtful response, which was shared in the all-OHSU managers' e-mail called Manager Essentials. SoM leaders said on that message that hearing about your experiences or observations will help us to understand, collaborate and co-create processes and policies where change needs to occur.

Among the areas that the School of Medicine is bringing additional focus to starting this year, is being sure that faculty who identify with a group underrepresented in medicine or science advance through the ranks by providing programs and resources. On the [School of Medicine O2 Faculty Affairs](#) page is a comprehensive explanation of the promotion and tenure process. Transparency is a priority for us as is helping faculty and chairs clearly understand the process so they can proactively take steps toward advancement and promotion.

Please reach out to me with questions, suggestions and/or commentaries to ensure all voices are represented to continue making progress and build upon our desired commitment for diversity, equity and inclusion.

Best,

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

## Investing in pathways and advancement



*Among the many outstanding OHSU medical students-turned-residents are (L-R) Barry Cheaney II, Damon Lerma and Mehtab Sal.*

OHSU School of Medicine Graduate Medical Education (GME) welcomed 214 new residents. 34 of whom graduated in the school's M.D. Class of 2022. The school and OHSU are increasingly focused on the pathway from middle and high school to college to medical school to residency to faculty as a way to build a more diverse workforce. Engaging young people, supporting their interests in medicine and providing mentoring all along the way is a key strategy called out in the OHSU [School of Medicine Diversity, Equity, Inclusion and Anti-Racism Strategic Action Plan](#).

### **We encourage all to apply**

Sign up for the 2022 cycle as a mentee or mentor through the school's [Promotion & Tenure Peer Mentorship Program](#). Selection will take into consideration, but is not limited to, a prospective mentee's gender identity, race, ethnicity and the size and available resources in their department with an eye towards systemic change and equity.

- Mentees: Faculty at the Assistant Professor level actively preparing packets for presentation in upcoming P&T cycle.
- Mentors: Faculty who have achieved promotion to Associate Professor level within the past 3 years, or previous members of P&T committees.

## August Health Observances

### [Children's Eye Health and Safety Month](#)

Vision screening rates vary based on the type of health insurance: 66% for those with private insurance, 61% with public coverage and 43% for uninsured. Children with vision problems often go undiagnosed, which can lead to lasting vision problems and developmental delays. The Elks Children's Eye Clinic at OHSU Casey Eye Institute provides free [vision screenings for preschoolers](#) in Oregon.

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

Racial and ethnic minorities are disproportionately affected by vaccine preventable diseases. Help raise awareness of the importance of vaccination for people of all ages. See the list of [vaccine-preventable diseases](#) in multiple languages. COVID-19 vaccines are now approved for ages 6 months and older. [Find more information here.](#)

### [National Minority Donor Awareness Month](#)

Members of multicultural communities such as Black/African American, Hispanic/Latino, Asian/Pacific Islander and Native American/American Indian/Indigenous communities represent nearly 60% of the national transplant waiting list. Transplants can be successful regardless of race and ethnicity of the donor and recipient.

### [National Breastfeeding Month](#)

Women face many barriers and major efforts are needed to improve breastfeeding initiation and duration rates in the U.S. Protect, support and promote breastfeeding. Read [OHSU's current lactation support](#). The OHSU [Gender Equity in Academic Health and Medicine \(GEAHM\)](#) is a champion advocate of issues impacting parenting and lactation and are eager to support lactating parents and trainees to improve their experiences at OHSU.

## International Day of the World's Indigenous Peoples



August 9 was when the first meeting of the U.N. Working Group on Indigenous Populations of the Sub-Commission on the Promotion and Protection of Human Rights was held on Aug. 9, 1982. Every year, the day is honored by governments and organizations holding education forums and conferences to meet and discuss the social issues faced by indigenous groups worldwide. This day pays tribute to the indigenous communities of the world. The latest data reveals that there are about

370 to 500 million indigenous people living in 90 countries. The first International Day of the World's Indigenous People was officially celebrated in August 1995. See [resources and fact sheets](#).

## National Farmers Market Week



Celebrated every first week in August it is an opportunity to show how much value farmers markets bring to our communities. Thank and support your local farms and farmworkers. Stop by the [farmers market every Tuesday](#), it runs through the end of September.

## International Lefthanders' Day



Observed annually on August 13, it raises awareness of the uniqueness and differences of 7 to 10% of the world's population and 10% in the U.S. Thousands of left-handed people in today's society to have to adapt to use right-handed tools and objects. We celebrate left-handers' creativity, adaptability and sporting prowess, and encourage right-handers to try out everyday left-handed objects to see just how awkward it can feel using the wrong equipment.

In many languages, including English, the word for the direction "right" also means "correct." Throughout history, being left-handed was considered negative; even into the 20th century, left-handed children were reprimanded by schoolteachers for writing with their left hand. Until very recently in Taiwan (and still in Mainland China, Japan and both North and South Korea), left-handed people were forced to switch to writing with the right hand due to the importance of stroke order. Conversely, right-to-left alphabets, such as Arabic and Hebrew, are generally considered easier to write with the left hand in general.

## School of Medicine: Covington Update

Dr. Jacoby appointed me, Leslie Garcia, to serve on the Covington Oversight Committee to represent the School of Medicine. The Oversight Committee provides feedback and recommendations to the Implementation Committee. **Please reach out with questions, suggestions, and commentaries so all voices are represented.**

Join me on Aug. 2 at 7 a.m. and/or 9 a.m. via Webex where I will provide an overview and collect your verbal or written feedback. Please RSVP at [rajnicek@ohsu.edu](mailto:rajnicek@ohsu.edu) to receive attachments and a meeting link.

You may also review the [Covington response page in O2](#) to access proposed SBARS, policies, meeting minutes/agendas, FAQs, and additional updates. You are welcome to provide feedback and suggestions to [garcial@ohsu.edu](mailto:garcial@ohsu.edu)

## Enrichment

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

### [Thursday, Aug. 4, 10 a.m. - 12 noon / Tackling the Digital Divide: AAMC's Strategies to Improve Telehealth Access and Equity](#)

This webinar highlights efforts that health systems are taking to eliminate the digital divide such as implementing digital health navigators, screening for the digital divide, and establishing community partnerships to support the development of digital literacy skills. Strategic efforts like these are critical to ensuring that all patients have the necessary broadband and internet access, device access, and digital literacy skills and to narrow today's existing digital divide.

### [Saturday, Aug. 6, 12 noon - 8 p.m. / Guelaguetza en Oregon](#)

La Guelaguetza is an annual indigenous cultural celebration from Oaxaca, Mexico. The celebration centers on traditional native food, artisanal crafts, and cultural traditions. Also, OHSU's Vaccine Equity Committee will be offering [COVID-19 vaccines 5+, no appointment is needed.](#)

### [Saturday, Aug. 6, 10 a.m. / API ERG summer social](#)

Join OHSU's Asian Pacific Islander Employee Resource Group for a social outing. Meet at PSU Farmer's Market (children's playground) to enjoy food, beverages and great company. Then walk to the Pioneer Courthouse Square to attend the Chinese Festival. The API ERG leadership will also be

accepting API representative toys, books or gift-card donations for Doernbecher's Child Life Program. Please see their [Amazon Wishlist](#) for API-inspired toys.

[Thursday, Aug. 11, 5-6 p.m. | Indigenous Languages: landscape in Latin America and the North West](#)

Liliana Paredes, a linguistics scholar from Duke University, will discuss the current presence of indigenous communities in Latin American countries focusing on efforts to resist through art, music, and education about the multiple years of invisibility and marginalization. The framework for the discussion is the understanding of grassroots decolonial activism and activism.

[Sunday, Aug. 14, 11:30 a.m. - 8 p.m. | India Festival](#)

Celebrate India's Independence Day and its rich culture with live music, dance, art, food and entertainment.

[Tuesday, Aug. 16, 9 a.m. - 3 p.m. | Tribal Health Equity Summit](#)

This summit will convene leaders and stakeholders to examine important questions about how to advance health equity in a meaningful way. There will be discussions around the appropriate role of federal government agencies in supporting Tribal health equity with a special focus on the Centers for Medicare and Medicaid services. Register [here](#).

[Wednesday, Aug. 17, 4 p.m. | Why Should I Think About Joining a Clinical Trial?](#)

This webinar will help health care professionals and the Latino public understand clinical trial processes, explore trials as treatment options, and share testimonials of Latinos who have benefited from trials. Social determinants of health that prevent some from joining a clinical trial, from language to immigration status, and how to address those barriers through system change.

[Thursday, Aug. 18, 9 a.m. | Using Inclusive Language in Scholarly Writing](#)

This webinar is presented by the AAMC IDEAS. Panelists will share available resources and practical strategies that scholars can adopt to align their writing with current best practices around the intentional use of the words and descriptors that welcome the diversity of all people and identities. Please, [register](#) by using your AAMC password. Also, see & bookmark [OHSU's Inclusive Language Guide](#).

[Sunday, Aug. 21, 11 a.m. - 8 p.m. | Festa Italiana](#)

Experience the annual Italian celebration 'Festa Italiana' with food, live music and entertainment.

[Wednesday, Aug. 24, 9 a.m. | Understanding and Addressing Sexual Harassment in Academic Medicine](#)

A new AAMC report and webinar focuses on gender harassment, the most prevalent but often overlooked, among faculty and explores institutional interventions. Please, [register](#) by using your AAMC password to register. You are also invited to contact directly your [SOM facilitator](#) to schedule for [Stepping In](#) Training in response to harassment, discrimination, and other forms of harm. Questions, contact [SOMDEI@ohsu.edu](mailto:SOMDEI@ohsu.edu)

[Sunday, Aug. 28, 12 - 7 p.m. | Portland Middle East Festival](#)

Join the annual festival and enjoy food, live dancing, concerts, books and more.

[Wednesday - Friday, Sep. 14 - 16, 8 a.m. - 5 p.m. | 2022 HRSA Region 10 Health Equity Conference](#)

Attendees will explore health equity through the lens of social determinants of health and imagine new possibilities for the future of public health and primary care in Region 10. The forum is to be held in person and virtual. Register at no cost.

## On the pulse

- [Podcast: Vital Voices | Creating health professionals learning environments inclusive of those with disabilities](#)

- [Why we must teach medical students about the role of physicians during the Holocaust?](#)
- [Why are so many Black patients dying of skin cancer?](#)
- [New AAMC data snapshot details transgender and genderqueer adults' health care access and satisfaction](#)
- Are you looking for information, opportunities and resources on rural health? Check out the [Rural Health Information Hub](#)

## Spotlight: Verian Wedeking, Program Director



Verian (pictured in the center) is a board member of the Mobile Healthcare Association, PNW MHA regional coordinator and proud founding member of the Oregon Vision Coalition.

*As the Program Director of OHSU's Casey Eye Institute Community Outreach Program, I am responsible for the strategic planning, development, and operational oversight to the programs' mobile and community outreach initiatives. For the last 12 years the Casey Community Outreach has traveled over 43,000 miles across Oregon to bring much needed services to over 10,980 community members who have little or no access to vision care.*

*There is so much need for basic and complex vision care in the community, so the biggest need would be to re-focus healthcare systems, CCOs, legislatures and insurance agencies to priorities on improving the vision health of ALL members of our communities regardless of privilege, citizenship, income, age, eligibility or other arbitrary classifications such as having separate vision insurance.*

*If there is no need for the Casey Community Outreach Program, that would be a true measure of success in ending the vision of health inequities communities experience. We couldn't do this critical work without the dedicated support of our donors, volunteers and expansive network of amazing community partners that trust our team to provide vision care services to their most vulnerable community members*

[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)*