



Belong | Include | Empower



Dear OHSU School of Medicine Community:

I am pleased to bring you the 9th edition of the School of Medicine's Diversity Newsletter. I invite you to explore the content outlined below, most sessions are open at no cost to all learners, staff, faculty, and volunteers. Let's continue the dialogue about DEI topics and learning within your teams.

In particular, we want to congratulate Dr. Bill Hersh and the Department of Medical Informatics and Clinical Epidemiology for their [five-year grant to support diversity in biomedical informatics and data science](#) and also recognize other faculty, learners, and staff who are doing great work to advance the [SoM DEI&A Plan](#).

At the end of this newsletter, don't miss the link to a religious and spiritual calendar and a link to the Affirmative Action & Equal Opportunity Office (AAEO) should you receive a request for a religious accommodation given the upcoming holiday season.

Lastly, as the school's representative to the Covington Oversight Committee, I invite you to visit the [Covington Response website in O2](#) and I welcome your feedback, comments and ideas. If you would like to receive the Covington SBARS (Situation, Background, Assessment and Recommendation) via email please email somdiversity@ohsu.edu. I welcome your feedback.

Best,

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

Spotlight: Dr. John Brigande



Listen to Dr. John Brigande, professor of Otolaryngology at the Oregon Hearing Research Center and professor, cell developmental and cancer biology.

In the workshop "Strategies to Embrace an OHSU Colleague with a Disability: Knowledge, Humor and Grace," Dr. Brigande discusses his experience as an individual in academia who is hard of hearing, as well as how to be an ally to people with disabilities.

October Observances

[National Disability Employment Awareness Month](#)

This observance was created to educate employers on how to be more inclusive in their hiring practices and to offer best practices to employees.

[Breast Cancer Awareness Month](#)

Breast cancer is the second leading cause of cancer deaths in women. Rates of breast cancer in the U.S. vary by race and ethnicity. Non-Hispanic white women and non-Hispanic Black women have the highest incidence of breast cancer.

[National Coming Out Day](#)

The Human Rights Campaign marks the 33rd anniversary of the National March on Washington for Lesbian and Gay Rights with the theme *Born to Shine!* Be proud of who you are and support LGBTQ+ equality and the power of living openly.

[Health Literacy Month](#)

This is a time to recognize the importance of making health information easy to understand and the health care system easier to navigate. Health literacy plays a role

in improving health outcomes in the U.S. See Dr. Cliff Coleman's presentation titled [Health Literacy and Systematic Racism](#).

Oct. 10 | Indigenous Peoples' Day (U.S.)

We honor the Indigenous people of North America, cultures of Indigenous People around the world. The day is centered around reflecting on the histories, cultures and perspectives of Indigenous peoples and their ancestors. [Oregon's official recognition](#) of this holiday shows respect to Indigenous Oregonians.

Oct. 24 | Diwali

Also known as the Festival of Lights, Diwali is one of the major festivals celebrated by Hindus, Jains and Sikhs. The celebration usually lasts five days and it unites people and a time when people embrace one another with joy. Diwali is observed every year in early autumn, coinciding with the new moon, at the conclusion of summer harvest.

National Polish American Heritage Month



"Polonia," people of Polish descent living outside of Poland, gathered in Portland at the end of the 19th century. They met at the "Bialy Orzel" (White Eagle), today is McMenamin's Brew Pub.

Dedicated to honoring Polish heritage, October was chosen because it was when Polish settlers first arrived in Jamestown, VA in 1608. Learn [the history](#) about the Polish community in Portland, OR.

Filipino American History Month



This celebration commemorates the first recorded presence of Filipinos in the continental United States, which occurred on Oct. 18, 1587. This is when Filipino sailors came ashore from the Spanish galleon *Nuestra Senora de Esperanza* and landed at what is now Morro Bay, CA. Learn about Labor Organizer [Larry Itliong](#).

Enrichment

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

[Sunday, Oct. 2, 10 a.m. | Health Care Equity Fair](#)

Interprofessional students from OHSU, OSU, and Pacific University provide free services to the community.

[Monday, Oct. 3, 7 p.m. | Americans Reaching for Hope: The Imperative for Health Equity](#)

Based on the critically acclaimed book, *Tightrope: Americans Reaching for Hope*, Pulitzer Prize-winning journalist, best-selling author and business leader Sheryl WuDunn provides a detailed account of the epidemic of depression, unemployment, poverty and addiction that is plaguing America's working class - and the government's failure to address it.

Wednesday, Oct. 5, 9 a.m. | Empowering Health Literacy For All

Join a panel of health literacy experts for a conversation around real-world applications of health literacy, their impacts and what you can do on an individual and organizational level to improve health outcomes.

Tuesday, Oct. 11, 12 Noon | Unequal Treatment in Cardiovascular Care: Evidence for Racial Bias and the Way Forward

Join Dr. Quinn Capers, as he lectures is about current evidence and studies from the recent past detailing Black-White disparities in cardiac care. He will also examine potential culprits and review strategies to reduce or eliminate racial disparities in care.

Tuesday, Oct. 11, 9 a.m. | Transforming Medical Education to Advance Equity and Inclusion

This webinar will feature institutions that are transforming academic medicine to advance racial equity and create inclusive learning environments.

Wednesday, Oct., 12, 12 Noon | The Importance of Being Bilingual and Bicultural

The School of Medicine is proud to host a panel discussion with Hispanic leaders who want to bring awareness to the importance of speaking more than one language as providers, administrators, researchers and students in an academic medical center.

Friday, Oct. 14, 12 Noon | Creating LGBTQ+ Affirming Learning Environments in Medical Education

Part of Faculty Development Fridays series, this session we will examine current experiences of LGBTQ+ medical students and the importance of creating affirming learning environments.

Tuesday, Oct. 18, 9 a.m. | Addressing Microaggressions in Academic Health

Microaggressions and other forms of mistreatment can increase stress levels and depression and negatively impact academic performance. This webinar will identify the role of each member involved in a microaggression, and discuss its impact and responses.

Thurs., Fri., Oct. 21-22 | 46th Annual Pacific Northwest Update in OB-GYN and Women's Health

This update, held in person at the Sentinel Hotel in downtown Portland, is intended for providers and professionals in the women's health field.

Wednesday, Oct. 26, 10 a.m. | Asking the Right Questions: Crafting Inclusive Interviews

This webinar will discuss principles for developing interview questions, share illustrative examples of flawed common questions, and suggest inclusive alternative questions. Registration is free; sponsored by the Higher Education Recruitment Consortium (HERC).

Wednesday, Oct. 26, 12 Noon | Mental Health Care in Transgender Communities: From Historical Harms to Healing

This quarterly series aims to educate healthcare audiences about transgender and gender diverse communities in order to eliminate disparities, promote equity, facilitate healing and increase visibility.

Thursday, Oct. 27, 4 p.m. | A Historical Review of African Americans in Neurology: Focus on Women in Vascular Neurology

Join Dr. Simpkins for the Herbert Rosenbaum History of Neurology Lecture as she reviews the history of African Americans in Neurology, specifically focusing on women in Vascular Neurology. This lecture is sponsored by the OHSU Department of Neurology and the OHSU Library.

Friday, Oct. 28, 12 noon | Updates on the Promotion and Tenure Process

During this Faculty Development Friday session, Dr. Alan Hunter, chair of the School of Medicine Promotion and Tenure Committee, will be sharing updates on the P&T process at OHSU.

Wrapping up an inaugural summer program



Recent PSU graduate Kara Sydnor (L), B.S., was mentored by Diana Lozano, Ph.D. and Ivan Navarro (R), a junior at PSU, was mentored by Renee Ryals, Ph.D.

The Summer Jump Start Diversity Program wrapped up its inaugural program. It aims to increase the participation of those groups who are underrepresented in research, including African-Americans/Black, Hispanic, Native American/ Alaskan Native, Pacific Islanders, people with disabilities, first generation college students, and those with a rural or economically disadvantaged background.

All mentees received a stipend for the 8-week program in the Department of Ophthalmology. Two mentees (pictured above) were chosen to work in labs under the mentorship of Casey research faculty. They gave excellent presentations on their final day discussing both the laboratory techniques that they had learned and the projects they were studying. The program received support from numerous faculty members and other contributors.

On the pulse

- [Building Trust Essay Contest winner: Read "Don't Impress Just Express" by Sunil K. Josh \(page. 14\)](#)
 - [AAEO evolves to better serve OHSU members](#)
 - [Mid-Career Clinical Leadership Development Program, apply by Nov. 21](#)
 - [Paths to Leadership Development Program, apply by Nov. 21](#)
 - [OHSU's School of Medicine Diversity Committee is under new leadership](#)
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Hispanic Heritage Month kicks off



Faculty panelists (L-R): Tomás Lazo M.D., assistant professor of anesthesiology and perioperative medicine, Tatiana Hoyos Gomez M.D., assistant professor of surgery, division of trauma, critical care and acute care surgery, Alex Ortega Loayza, M.D., M.C.R, associate professor of dermatology.

The Latino Medical Student Association (LMSA) at OHSU kicked off Hispanic Heritage Month at the School of Medicine by hosting a well-attended panel discussion and mixer for Latino/a/x faculty, residents, and medical students to build community and share lived experiences.

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