



Center for Diversity
and Inclusion
2021 ANNUAL REPORT



What we do here today could change everything about tomorrow. That is why investing in our culture is so important.

The past few years have been dominated by a devastating series of concurrent events, including a once-in-a-century pandemic, a social justice reckoning, financial uncertainty, political polarization and natural disasters. Relentlessly, each individual crisis had one common theme: A disproportionate impact on historically marginalized communities.

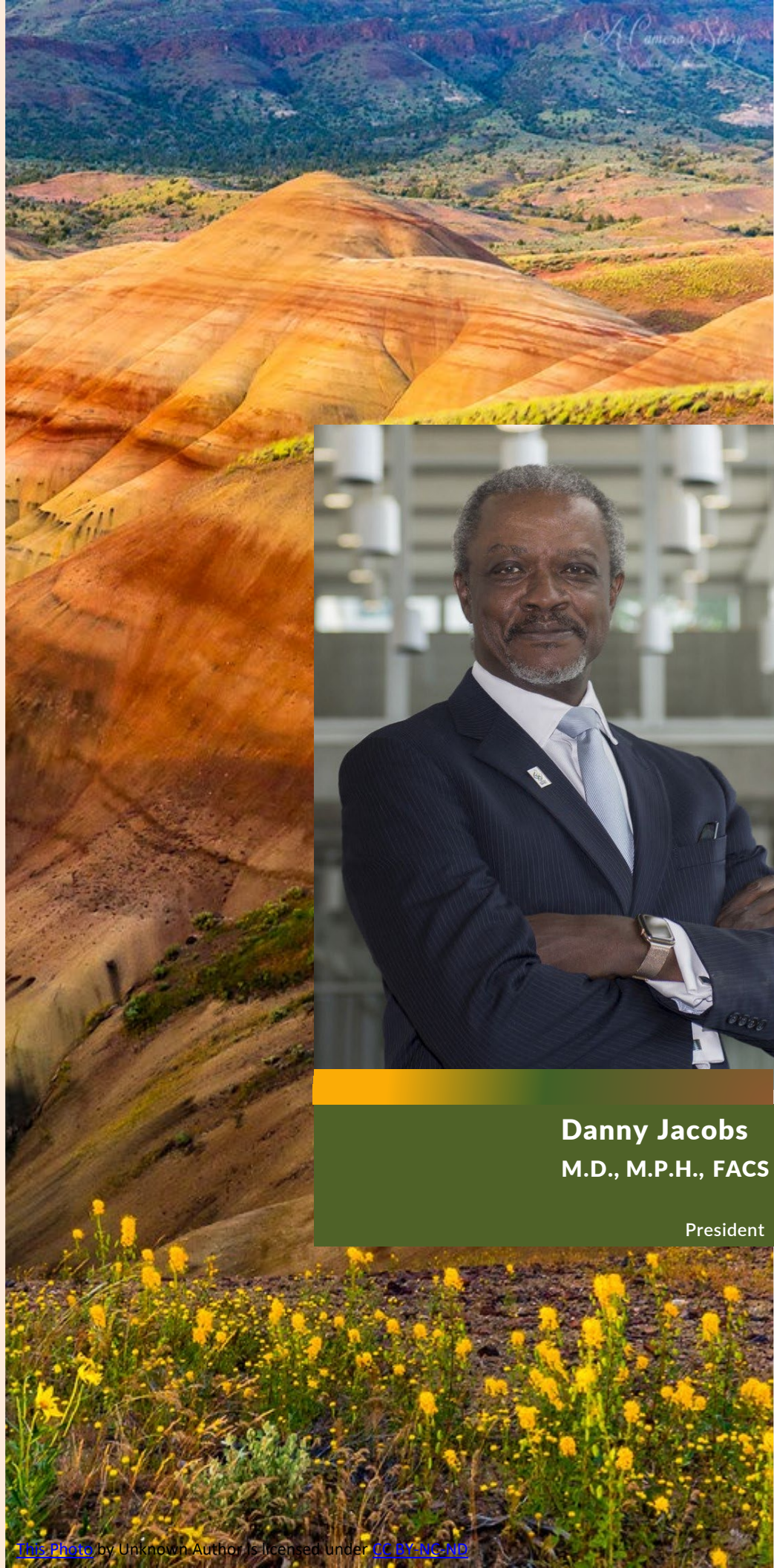
As we pulled together to forge through these challenges, particularly in managing through the impacts of COVID-19, we have simultaneously kept our commitment to improving our culture. Indeed, creating an environment where all members can thrive and achieve their full potential is essential in our ability to fulfill our missions to the state. OHSU seeks to improve the health and well-being of ourselves as well as the people we serve – in Oregon and beyond. Our ability to best care for others outside of OHSU starts from within.

Our Center for Diversity, Equity and Inclusion has played and will continue to play a pivotal role in OHSU's diversity, equity, inclusion, belonging and anti-racism efforts. But no one action, event, person or dialogue alone will suffice; it is up to each and every one of us to contribute to this work in support of our community as a whole.

I'm grateful and eager to continue this journey alongside all of you, and feel confident that we will set a new standard for what inclusion and belonging mean at an academic health center.

Excelsior!

Danny Jacobs, M.D., M.P.H., FACS
President



Danny Jacobs
M.D., M.P.H., FACS

President



Derick Du Vivier
M.D., M.B.A.

Senior Vice President, Diversity,
Equity and Inclusion

A year ago, when we spoke of our efforts around creating a more welcoming, respectful culture at OHSU, we talked in terms of diversity, equity and inclusion.

Then, on May 25, 2020, George Floyd—who had already survived the ravages of COVID-19—was killed by Minneapolis police officers, and a brave young woman captured the officers' brutality in an iPhone video for the world to see.

In the days and weeks and months to follow, Americans, Oregonians and OHSU members turned to face the elephant in the room: racism—at an individual and an institutional level.

Seemingly overnight it became crystal clear that it was no longer enough to speak only of diversity, equity and inclusion. Our comfort zone was punctured by the anguish and pain that OHSU members of color and those who identify with other under-represented groups have long felt at a majority white, cis-gender institution in a state with a uniquely exclusionary history.

Finally, with the leadership of President Danny Jacobs, OHSU was ready to talk about racism and what it means to be anti-racist, what it means to become an anti-racist institution.

What has followed has been a grassroots outpouring of support, yearning and momentum for change and the beginnings of building a new foundation—gathering data, analyses of shortcomings, and studies of best practices so that we may shape a better future.

Our work over the past year is detailed in the pages to follow. But it is only the beginning. As a leader, I cannot say where we will end up because it is not for me to say. The ability of OHSU to tap the best of who we are to become the institution we want to be is up to each one of us.

Join us. We need you

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2020 CDI Headlines

COVID-19

In early 2020, the world was hearing about COVID-19. OHSU responded on March 16 with mandatory telework for all non-essential employees. In accordance with guidance from the CDC, OHA and OSHA, there was criteria determined for work force members, including quarantining and personal protective equipment. OHSU was in modified operations for the rest of the calendar and continued into . This led to many programs and units shifting their work to remote, virtual methods within enhanced telework capabilities.

Systemic racism

George Floyd. Ahmaud Arbery. Breonna Taylor. These are the names of three recent victims of violence against people of color; a violence that remains rampant in our country. The CDI, along with programs and units across campus, stood up against anti-racism by creating task forces, listening sessions and action plans. This is a journey to transform OHSU into a truly anti-racist and multi-cultural institution.

[Standing up against structural racism](#)

[Accountability during our anti-racism journey](#)

Juneteenth

On June 19, 1865, which was two-and-a-half years after the Emancipation Proclamation was signed, the United States of America celebrated the end of slavery in Galveston, Texas. Dr. Jacobs wrote an article to continue the acknowledgment and express his commitment to addressing any overt and systemic racism that plagues us at OHSU. In addition, OHSU granted all employees paid leave to provide members with time for community service, personal reflection, education or action.

[Celebrating Juneteenth](#)

Leadership change

In September 2020, Dr. Derick Du Vivier was appointed senior vice president of diversity, equity and inclusion reporting directly to President Danny Jacobs. Dr. Du Vivier was serving as interim vice president role for diversity and inclusion since November 2019. The addition of this position as the president's direct report highlights the priority of this important work, and will ensure diversity, equity and inclusion initiatives are implemented across the institution. With expanded authority and responsibility, Dr. Du Vivier will be empowered to affect meaningful change in OHSU's workplace culture and make significant strides toward becoming an anti-racist institution. The CDI will continue to administratively report to Office of the Provost.

Inclusive Language Guide

As part of the OHSU anti-racism initiative, the language guide was compiled by a cross-campus project team and shaped by input from nearly 300 OHSU members. An evolving tool, it is intended to help OHSU members learn about and use inclusive language in institutional communications, patient care (including chart notes), instruction, presentations and other professional communications and interactions around descriptors of race and ethnicity, immigration status, gender and sexual orientation and ability.



JEDI (Formerly UBCI)



Section 0: History and Background

In an effort to ensure an inclusive, collaborative and productive organizational culture, OHSU launched a campus-wide initiative on unconscious bias¹ in January 2018. The initiative comprises training for employees and students, the Inclusion Ambassadors program, and continued education through lectures, talks, and workgroup activities. In 2019, specially-designed training was made available for hiring managers, search committees, and anyone involved in the hiring process

The unconscious bias initiative is one of many ongoing efforts to create a fully inclusive OHSU community and to remove barriers to individual and group success. One goal of this initiative, determined by the OHSU Board of Directors as a key performance indicator, is to ensure that all employees participate in unconscious bias training.

The initiative was to train the majority of OHSU employees, it was initially a 3-5 year plan, but the pandemic and the changes in teleworking and other elements influenced CDI to adapt, pivot, and adjust the delivery of training sessions.

After the VP of DEI, Dr. Brian Gibbs, left OHSU, new leadership at CDI continued part of this initiative, and many original plans were put on hold or retired. However, given the demands of new employees, units and departments, and partners, the Unconscious Bias Foundations training is offered twice per month and the Hiring Managers training once a month.

While the initiative is still going on, a new team was created and repurposed to enhance, elevate, innovate, create and continue the work: The Organizational Training and Education on DEI.

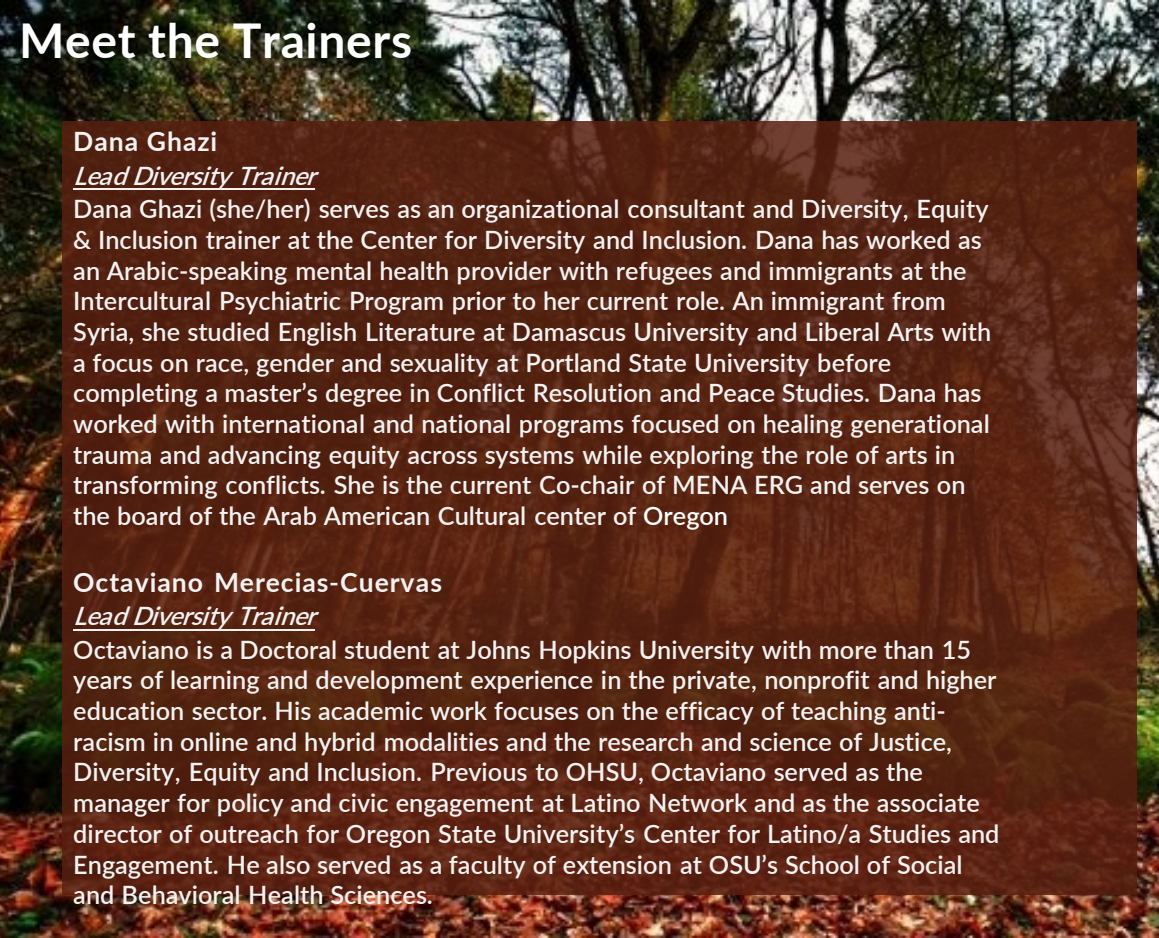
The organizational training and education team at CDI is the team that plans, designs, and delivers virtual, hybrid, or in-person training and other educational experiences for all university areas.

The team provides consultations, lectures, symposiums, and presentations and collaborates with other units and departments in providing expert advice on themes, topics, and questions regarding diversity, equity, inclusion, access, belonging, and anti-racism.

This team offers expert advice and consultation to teams and departments planning their unit-specific DEI training and education plans and objectives. This unit's ongoing projects and activities align with the CDI-OHSU mission's journey to becoming an anti-racism and multicultural institution while attending to the pressing needs of teams and departments concerning DEI training, education, resources, and programmatic needs.

Diversity is one of OHSU's core values. The first goal of vision 2020 was to be a great organization, diverse in people and ideas. We want to be a place diverse in people and ideas in order to competitively compete in the global market. We need to attract and attain top talent and offer world-class patient care, and a premier academic experience by ensuring that OHSU is a diverse (multifaceted, educated, capable, adaptable, flexible, competent and competitive) and inclusive institution that has respect for all. Additionally, numerous studies conducted across the country have shown how unconscious bias contributes to imbalances in hiring, promotion and compensation for certain racial, ethnic and gender groups.

Diversity and inclusion maximize our true business potential, creativity, innovation, quality patient care, educational excellence and outstanding service. (Business Case for Diversity, March 24, 2014.)



Meet the Trainers

Dana Ghazi

Lead Diversity Trainer

Dana Ghazi (she/her) serves as an organizational consultant and Diversity, Equity & Inclusion trainer at the Center for Diversity and Inclusion. Dana has worked as an Arabic-speaking mental health provider with refugees and immigrants at the Intercultural Psychiatric Program prior to her current role. An immigrant from Syria, she studied English Literature at Damascus University and Liberal Arts with a focus on race, gender and sexuality at Portland State University before completing a master's degree in Conflict Resolution and Peace Studies. Dana has worked with international and national programs focused on healing generational trauma and advancing equity across systems while exploring the role of arts in transforming conflicts. She is the current Co-chair of MENA ERG and serves on the board of the Arab American Cultural center of Oregon

Octaviano Merecias-Cuervas

Lead Diversity Trainer

Octaviano is a Doctoral student at Johns Hopkins University with more than 15 years of learning and development experience in the private, nonprofit and higher education sector. His academic work focuses on the efficacy of teaching anti-racism in online and hybrid modalities and the research and science of Justice, Diversity, Equity and Inclusion. Previous to OHSU, Octaviano served as the manager for policy and civic engagement at Latino Network and as the associate director of outreach for Oregon State University's Center for Latino/a Studies and Engagement. He also served as a faculty of extension at OSU's School of Social and Behavioral Health Sciences.

David Forero

Association Trainer

David has been with OHSU since 2015 and has been working in some capacity with the CDI since 2017 as of this year he is working full time with the CDI. He served in multiple capacities in the CDI, Unconscious Bias Champion, Unconscious Bias Ambassador, and Association Trainer. He has been active on campus and with the [ACRL](#) regarding social justice. He has a Masters in Information Systems and a B. S. in Cognitive Psychology.

Cliff Leek

Program Development Trainer

Dr. Cliff Leek is an educator and researcher with over 10 years of experience developing and leading programs related to diversity, equity and inclusion in nonprofit and higher education settings. His published research examines how individuals and groups in positions of privilege engage in work for social change around race and gender inequalities. Previous to OHSU, Cliff served as an Assistant Professor of Sociology at the University of Northern Colorado, Prevention Specialist with the Oregon Attorney General's Sexual Assault Task Force, and President of the American Men's Studies Association.

Briana Nathanielsz

Trainer

Briana Nathanielsz studies the complexity of the U.S. healthcare system through a public health lens focusing on equitable distribution to marginalized communities. Her experience includes working with outpatient clinics in urban and rural areas of Oregon on evidence-based practices in reducing patient no-shows and cancellations. Applying organizational leadership and healthcare ethics to her work, she has focused her efforts on the socio-emotional wellbeing of teenagers and young adults in the BIPOC community. Briana completed her Master's degree in Healthcare Administration and received her Bachelor's degree in Community Health Education from the OHSU-PSU School of Public Health.

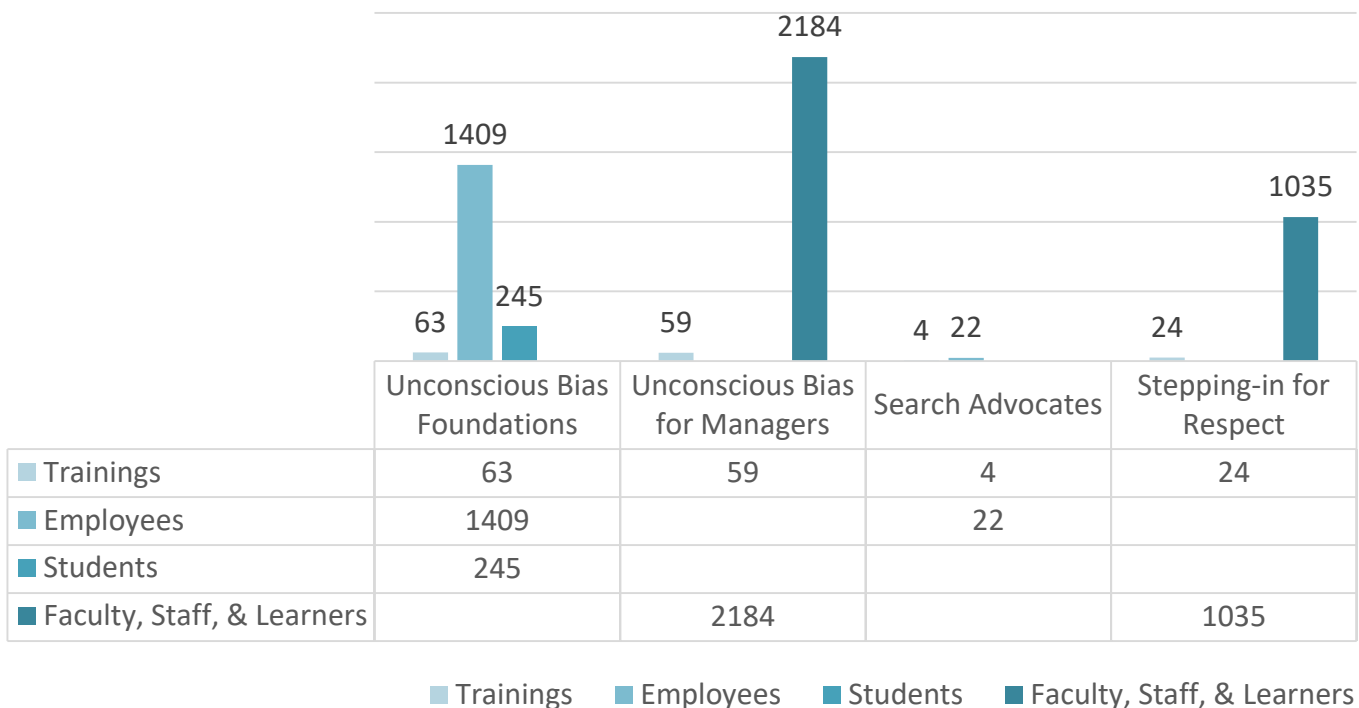
Consultations:

- Women Leadership Development Program: DEI program consult and board member
- Women ERG: Stepping In presentation
- Gender Equity in Academic Health and Medicine Conference: Collective Practice for Gender Diverse People of Color: Advancement and Leadership in the Workplace
- Otolaryngology Department Presentation: Interviewing for Diversity
- AAPI ERG: Stepping In Training
- Career and Workplace Enhancement Center
- School of Nursing Admissions
- Oregon Institute of Occupational Health Sciences
- Learning and Organizational Development Center
- Care Conference
- ERCO Library Faculty
- Interprofessional Simulation Center
- Vaccine and Gene Therapy Institute
- REI Gran Advisory
- Food and Nutrition



FY 2021 JEDI/ UBCI Outcomes

Unconscious Bias Foundations: 63 trainings	1409 employees, 245 students trained
Unconscious Bias for Managers: 59 training courses	2184 OSHU Faculty, Staff, and Learners
Search Advocates Program: 4 Training courses	22 Employees, 16 hours/participant, 17 departments
Stepping-In for Respect: An Active Bystander Training	1,035 OHSU Faculty, Staff, & Learners

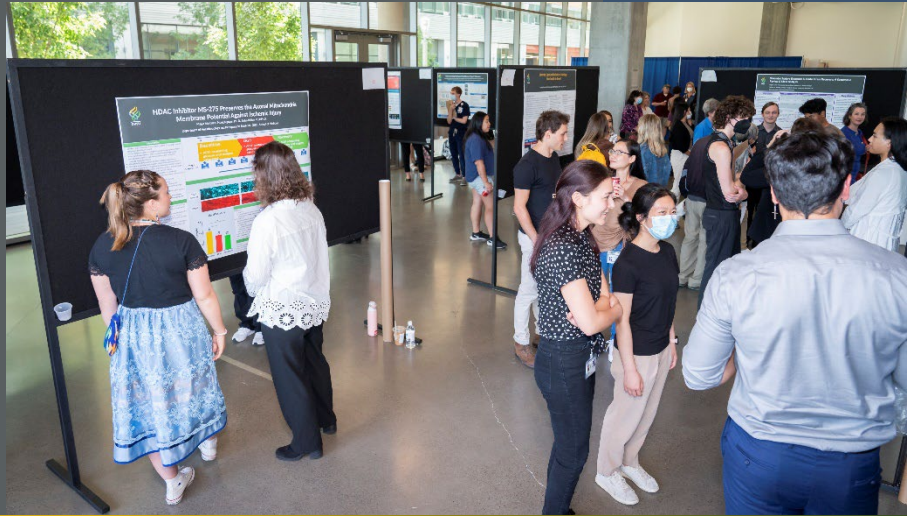




Comments for Participants:

- “I wasn't sure what to expect before the training. But during the training it opened my eyes learning we have about 11 millions bits of information to filter and based on our bias”
- “I'm so grateful to have received actual instruction on how to address this within myself. I appreciated the resources dropped in the chat for videos and books. I also appreciated the exercises that allowed me to see and feel my biases in real time. Thank you!”
- “10/10. Love this course especially taking it not as a new nurse.”
- “Overall great training and informative!”

Student Recruitment and Retention



Student Recruitment: Inclusion and Equity

The Student Retention and Recruitment team at CDI strives to build a vibrant community providing a close, collaborative working relationship with students that foster partnership of respect, equity, and inclusion on our journey to becoming an anti-racist academic medical institution. 2021 allowed for in-person events to take place strengthening our student community.



2021 Summer Equity Internship Program

The Summer Equity Research Program welcomes students within Oregon and across the United States. More than 680 undergraduates have participated in the program so far. The focus is to offer hands-on research experience to students who excel academically and come from socially or economically disadvantaged backgrounds. The goal of this program is to address the issue of health equity by increasing participation of underserved and underrepresented minorities in biomedical research and other health-related fields.

The Center for Diversity and Inclusion provides a variety of support for our interns. The interns get housing accommodation and food coordination/security, program event coordination, receive certificate of completion, sending out post-program surveys to program mentors and interns, creating a summary report on the program, and setting up a post-program meeting with the program mentors for best practices for next year.



302 applicants in 2021

Cohort of 31 undergraduate students of underrepresented minorities including: medicine (15), Grad Studies (9), Nursing (2), Public Health (2) and Dentistry (2), Health Systems and Policy (1)

CENTER FOR DIVERSITY AND INCLUSION

Summer Equity Internship Program



Spend eight weeks at OHSU working with faculty, scientists, and graduate students as part of the Summer Equity Internship Program. Past internship tracks include: Biomedical Sciences, Medicine, Dental, Health Systems and Policy, Nursing, and Public Health.

Program dates

6/21/2021 - 8/13/2021

Application deadline

January 25th, 2021

Contact information

cdi@ohsu.edu

Apply at website below:

https://ohsu.ca1.qualtrics.com/jfe/form/SV_e563JP7in6zeRul

Gain hands-on experience

Program offerings

- Paid internship with a mentor in an OHSU laboratory, clinical setting or community setting
- Opportunities for clinical shadowing and observation
- Weekly professional development seminars
- A poster presentation of your research project

Who should apply

- Undergraduate students (first bachelor's degree) from diverse, underserved, underrepresented, economically or socially disadvantaged backgrounds
- Students who completed at least one full year of college coursework
- Housing is available for selected interns who live outside the Portland metro area during the internship



The Summer Equity Research program is planning to be in-person for the summer of 2021, but we acknowledge that further spread of COVID-19 may prevent that. If we are not able to be in-person, we will offer a shortened program over the summer.

Summer Equity Internship Program

6 Tracks

Biomedical Sciences: Biomedical research at OHSU spans a variety of medical fields - from basic research to pre-clinical experimentation and direct medical application. Researchers at OHSU investigate molecular disease mechanisms, diagnostic approaches and biomarkers, pharmacological interventions and novel drug design, and therapies such as stem-cell therapy. What sets OHSU apart from other institutions is the array of multidisciplinary and collaborative approaches our researchers take to solving the most intractable problems in human health, including diseases of the central nervous system, cardiovascular-related research, cancer and rare diseases.

Partners in Biomedical Sciences track: Portland Alcohol Research Center, Oregon Hearing and Research Center, Knight Cancer Institute's Cancer Early Detection Advanced Research Center, Graduate Studies.

Health Systems and Policy (Center for Health Systems Effectiveness): How can the healthcare system deliver the best care to all patients? How do socioeconomic factors, organizational practices, and methods of payment change the quality and cost of healthcare? The Center for Health Systems Effectiveness at OHSU investigates these and other questions in the field of Health Services Delivery Research. Our team of health economists, statisticians, and public health professionals partner with clinician researchers, state government, and hospitals to generate evidence that informs healthcare policy decisions. Our research spans a variety of topic areas such as opioid prescribing policy, racial, ethnic, and socioeconomic disparities in access and quality of care, as well as the integration of physical, dental, and behavioral healthcare services. This track is ideal for students with an interest in health services delivery, population health or data analytics.

School of Dentistry: OHSU School of Dentistry encourages and supports research concerning dental disease, clinical techniques, oral biology, and basic biomedical research. More than twenty principal investigators and numerous technical staff pursue a wide variety of projects, ranging in scope from the basic mechanisms of diseases to evidenced-based dental treatment.

School of Medicine: Our faculty is dedicated to preparing physicians, scientists and health care professionals for the responsibilities of their calling, while providing outstanding care to patients. The OHSU School of Medicine faculty is recognized nationally and internationally for the pursuit of new knowledge in a breadth of investigative areas ranging from molecular biology and cancer to heart disease, behavioral science and issues of public health. Students will be assigned to a translation biomedical research lab and a clinical (M.D.) mentor.

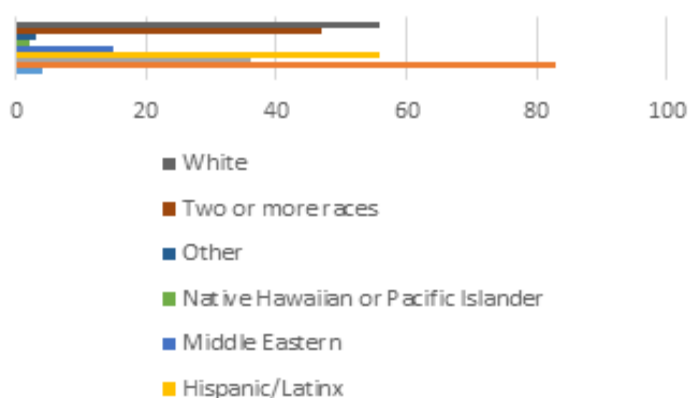
School of Nursing: OHSU School of Nursing has been long known for its stellar clinical research programs in such areas as cancer, cardiac, and palliative care, as well as in symptom management and care-giving for families and the elderly. Faculty research clusters in several crucial scientific areas: integrative bio-behavioral research, health equity research, implementation science research, and transformational learning research.

School of Public Health: The Department of Public Health and Preventive Medicine is devoted to high quality, relevant, and timely public health-related research. As declared in the Department's Core Values, our mission to the public is based on the World Health Organization definition of health: complete physical, mental, and social well-being, not merely the absence of disease and infirmity. The Department of Public Health and Preventive Medicine comprise three divisions: Epidemiology, Health Services Research, and Biostatistics. Each division conducts field-specific research but also provides support for one another and for other departments within OHSU.



Gender	# of total applicants	%
Female	205	68%
Male	83	27.5%
Prefer not to say	13	4.47%
Transgender, non-binary, other	1	.03%

Applicant race information



Program Schedule offered professional enrichment to interns, the program schedule consists of presentations from student services leaders, medical professionals, student leaders and guest speakers who are members of OHSU community that offered workshops

Eight-week paid internship that included room and board

Virtual Meet and Greets

Meet and greets are done in collaboration with admission teams at OHSU, CDI aligns the meet and Greets with the interview dates for School of Medicine MD/PhD programs and the PA School.

Current Student leaders from Student Interest Groups (Located [here](#)) participate in these virtual meets and greets

This allows for an opportunity for aspiring candidates to meet and connect and ask questions to our current student leaders. Gaining further insight into OHSU culture, student life and support

These events were all done virtually in 2021 as all interviews were also conducted virtually. Even with remote challenges we were able to create community and to connect our aspiring candidates with our existing student leaders.

Meet and Greet Virtual Receptions

Hosted by OHSU's Center for Diversity and Inclusion

The Center for Diversity and Inclusion invites you to a Meet and Greet virtual reception. You'll have the opportunity to speak with current students, residents, and faculty from underrepresented and diverse backgrounds. These events are a great way to network and have a chance to ask questions. We look forward to meeting you!

Please RSVP at: cdi@ohsu.edu

Virtual meeting space:

<https://ohsu.webex.com/meet/studer>

Dates:

Time: 5pm – 6pm PST all events

Monday 09/27/2021
Monday 10/04/2021
Monday 10/11/2021
Monday 10/18/2021
Monday 10/25/2021
Monday 11/01/2021
Monday 11/08/2021
Monday 11/15/2021
Monday 12/6/2021
Monday 12/13/2021
Monday 01/10/2022
Monday 01/24/2022
Monday 01/31/2022
Monday 02/07/2022

Please RSVP at: cdi@ohsu.edu



Ongoing Recruitment Efforts

MD Info Day, a quarterly event for all School of Medicine and MD/PhD candidates and aspiring applicants. Delivered informational presentation, gather contacts as well as connect for future consultations and follow-up.

Interview Day presentations preparation, including speaking and connecting with our WY'east cohort to offer support while they are at OHSU. This is done in collaboration with the NW Native American Center of Excellence at OHSU.

Coordinating with all schools at OHSU with their incoming informational sessions. Preparing presentations that are delivered at each respective school's orientation.

Collaboration with On Track OHSU [Link Here](#); for the 2021 NW Youth Career Expo [Link Here](#) Since this event was virtual ([link here](#)), we were able to share this resource with a wide audience of pathway learners.



President’s Fund Scholarship

Provides consultations on President’s Fund Scholarship

As part of the President’s Fund scholarship the recipient is to be involved in diversity, equity, and inclusion efforts. We have partnered with other schools, I.e., PA school to create a comprehensive list of all recipients, meet with them at least two times per year to provide support to connect further to other students, involved in DEI events and programmatic efforts

Student Groups

Creation of new SIG “BSN Umoja” School of Nursing student leadership group

Umoja is one of the principles of Kwanza and means unity. This is a group that was formed by black nursing student leaders at various campuses across the OHSU region; Monmouth, Ashland, Klamath Falls, La Grande. With the help and partnership of Karen Reifenstein Dean of Diversity at the School of Nursing and Trina Ramirez, CDI has been able to connect resources to School of Nursing students to resources, help build community and bring URM students together. The nursing group is formed by leaders from campuses such as Klamath Falls, Monmouth, Ashland, and Portland. The BSN Umoja group has 30+ members

Black Student Nurses Umoja of OHSU (BSNU of OHSU)

Values: Uphold nursing ethical principles, including veracity/truth, leadership, community, networking creating resources and mentorship, outreach and representation.

Mission statement:

The Black Student Nurses Umoja (BSNU) of OHSU mission is to provide community for Black and African American diaspora identified students within the OHSU School of Nursing undergraduate and graduate programs. BSNU's aim is to create space where truth and respect is upheld within its members. Provide a safe and brave environment to discuss issues that affect the Black/African American community within OHSU and Oregon. Advocate for student experiences and uphold anti-racist culture within higher education and the nursing profession. Connect and network within the profession and grow in professional development while contributing to URM pathways programs. BSNU also commits to celebrating Black/African American excellence, culture, and history.


LatinX Nursing Student Alliance

To promote, support and provide mentorship to the Latinx/Hispanic student community, both current and aspiring, through storytelling, resource sharing, cultural celebrations and peer support. We are committed to improving the visibility and accessibility of bicultural-bilingual providers by forming sustainable relationships with our local community and increasing diversity within the healthcare educational system. We welcome all LATINX students regardless of spoken language. [Contact LANSA.](#) ☑

Creation of new SIG “LANSA” School of Nursing student leader group.

Latinx Nursing Student Alliance (LANSA) this is also a new Student Interest Group. This is another collaboration with SoN Diversity leaders and faculty leaders to bring this new group to life. This group has over 50 members and is composed of students from various campuses such as Klamath Falls, Portland, and Monmouth

Student Interest Groups Events and CDI Events



The Alliance for Visible Diversity in Science, Black Employees Resource Group, Center for Diversity and Inclusion and many others at OHSU have planned educational and powerful events throughout February and beyond in honor of Black History Month.

Thursday, Feb. 2: Noon – 5 p.m.
[Socioeconomic and racial/ethnic health disparities: a reflection on Oregon's recent history.](#)
[Click here for more information](#)


Thursday, Feb. 11: Noon – 5 p.m.
[The Lived Experience of Black Suburban Health Care.](#)
[Click here for more information](#)

Wednesday, Feb. 17: Noon – 5 p.m.
[Trans+Me+ing](#)
[Click here for more information](#)

Friday, Feb. 19: Noon – 5 p.m.
[Student Leaders Round Table discussion.](#)
[Click here for more information](#)

Thursday, Feb. 25: Noon – 5 p.m.
[Environmental Justice: The connection between pollution, unequal distribution and vulnerability.](#)
[Click here for more information](#)

Friday, Feb. 26: Noon – 5 p.m.
[New History Month movie hour.](#)
[Click here for more information](#)



What: Black History Month

Who: AVDS, BERG, CDI and more from OHSU

LANSA HOSTS

DIA DE LOS MUERTOS CELEBRATION

Come join us for an OHSU student centered celebration of Latinx culture, honoring and remembering loved ones and Loteria (Bingo) with prizes! (virtual giftcards)

**NOVEMBER 4TH, 2021
@ 6 PM
ON WEBEX**

RSVP to the event: [link](#)
E-mail: I.ANSA@azam@osu.edu

What: Dia De Los Muertos Celebration

Who: LANSA(Latinx Nursing Student Alliance)



Latino Medical Student Association
 Presents
 The 16th Annual LMSA National Conference &
 The 37th Annual LMSA West Conference

**POTENCIAR EL CAMBIO:
 CREATING INTERCONNECTION IN
 HEALTHCARE TO CREATE CHANGE**

Virtually Hosted by
 School of Medicine
 UCI Southern California

MARCH 12-14, 2021

FOR MORE INFORMATION
 & REGISTRATION:
[LINKTR.EE/LMSANATIONAL](https://linktr.ee/lmsanational)





What: LMSA 16th Annual National Conference, and 37th Annual LMSA West Conference

Who: LMSA (Latino Medical Student Association) SIG

COLORADO DIVERSITY AND INCLUSION

OHSU Observes Juneteenth: A Sankofa Series

Sankofa expresses the importance of reaching back to knowledge gained in the past and bringing it into the present in order to make positive progress. CDI invites you to go on a journey with us we look back to move forward, toward wellness.

Monday, June 14: Noon to 1 p.m.
A Conversation on Juneteenth: What It is and why we observe.
[Click here for more information](#)

Tuesday, June 15: Noon to 1 p.m.
Dr. Al Obayemi on the Intersection of BPPOC health.
[Click here for more information](#)

Wednesday, June 16: Noon to 8 p.m.
Wellness Wednesday.
[Click here for more information](#)

Thursday, June 17: Noon to 1 p.m.
Reflections on Juneteenth with OHSU alumna Dr. Monique Hedmann.
[Click here for more information](#)

Friday, June 18: Noon to 1:30 p.m.
Wellness Kiosk: Fun with information/presentations plus a mindfulness exercise.
[Click here for more information](#)

For more details on wellness conversations and other fun activities, please follow us on social media or visit our website at [ohsudiversityandinclusion.org](#) to learn more about us.

What: OHSU
observes
Juneteenth: A
Sankofa Series

Who: Collaboration.
Dr. Ali Oliyai,
OHSU Wellness,
alumni SOM Dr.
Monique Hedmann



CAFECITO

A TIME FOR CONNECTION AND
CONVERSATION AMONG LATINX/O/A
STUDENTS AND STAFF


3RD MONDAY MONTHLY
STARTS NOV 15TH
6-7PM WEBEX

[Click Here to Join](#)

What: CAFECITO “Community building event led by LMSA and ANSA student leaders, with guest speakers, a space for belonging that fosters respect and unity.

Who: LMSA (Latino Medical Students Association) Takes place every 3rd Monday of the month.

Camino a College – Road to College



Join us for information on how to plan, apply and seek financial aid for college!

Spanish break-out room - Tenemos un sitio virtual para español

Date: Thursday, October 14th, 2021
Time: 5:00 PM - 6:30 PM PST

Kick-Meeting: <https://join.zoom.us/j/9462496296?pwd=ZkxkdUJlYzRlMjVlaDZlcUo0dDZkdz09>

Meeting password: 9462496296

Phone: 310-470-8879
1-800-253-0123 Portland, OR
Meeting room location: 2000 NE SESEA

AGENDA

Welcome - 5:00 pm - 5:05 pm -- Offered by CHSE Center for Talents and Experiences
Student Services Program Manager and Vice-Chancellor Administrative Coordinator

Cin Francoprom on FRHS - 5:05 pm - 5:40 pm "Nuestro programa regional" - Araceli Martinez and La Delfe Labrador Break out rooms are open.


Students offer their perspective - 5:45 pm - 6:30 pm.
Yaret Perez (School of Nursing - UNHCS), Larissa Northing (Student Alliance)
Lilley Rodriguez (Student of Medicine - UNHCS), Anthony Pineda (School Avenue West)
Ana Yara (Student of Medicine - UNHCS), Gaitan Mikhal (Medical Research) Associate

Questions - 6:30 pm - 6:30 pm

*** For more information contact: cbl@unhcs.edu

What: Camino a College-Road to College

Who: Collaboration between LANSA(Latinx Nursing Student Alliance), LMSA(Latino Medical Student Association), On Track program, and CDI



ATTENTION COMMUNITY LEADERS

YOU ARE INVITED TO ATTEND THIS VERY SPECIAL EVENT OCCURRING TO
CELEBRATE INDIGENOUS PEOPLES' DAY

Tuesday October 12th 12:00 PM - 1:00 PM


EVENT LINK: <https://bit.ly/indigenouscommunityleaders>
Meeting ID: 3607 231 8795 Facilitator: Jolisa Coe PA131 Date by phone: 543-535-8055 Access code: 3607-231-8795


GUEST: Marcelo Acosta, an indigenous student who has been instrumental in guiding and coaching other Mesoamerican leaders in their ongoing response during the COVID-19 educational efforts, and has been invited to share his theories on an evolved human society. The facilitator will be guided, and provided some help in adding to the Oregon Leadership Culture Reflection on practices in practices, and future thinking in relation to inclusion and respect for the Mesoamerican Indigenous Community.

[https://www.acostamarcelo.com/about.html/](https://www.acostamarcelo.com/about.html)
<https://www.acosta.com/yourstory/2018/09/20/2018-09-20/>

TOPIC: On Tuesday October 12th, Marcelo Acosta will express his ongoing social, business, cultural and political views. Marcelo is a person who has a "soft" and a "hard" side to the conversation business, the breaking up of an ancient indigenous female warrior, and "hard" changes!

<https://www.acostamarcelo.com/yourstory/2018/09/20/2018-09-20/>

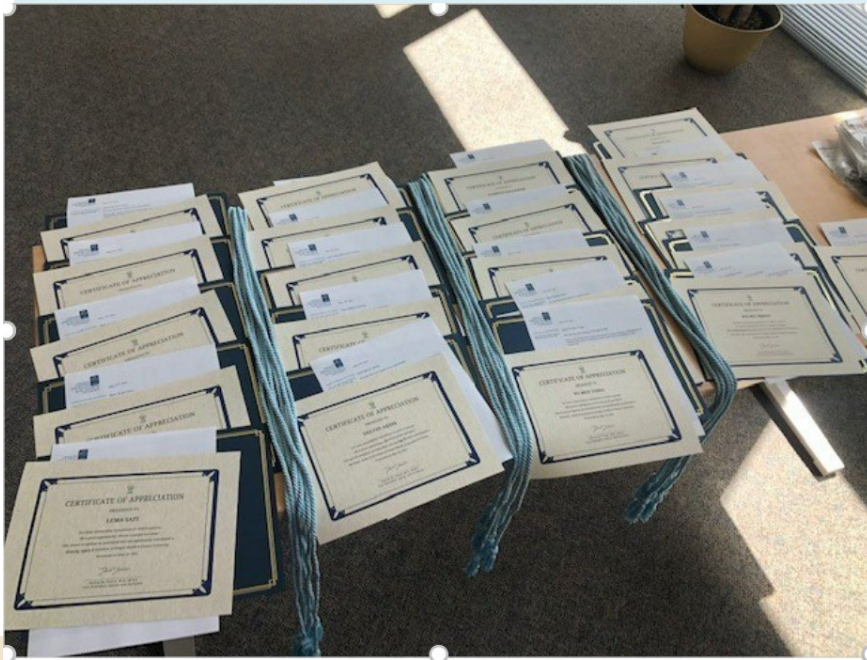




What: Indigenous Peoples' Day

Who: Marcela Alcantar -
An in-depth discussion in
regards to the ongoing
topic of Indigenous, Latino
and Latinx identity.

Diversity Graduation Cords



The Center for Diversity and Inclusion and the Office of the Provost are pleased to award Diversity Honor Cords to 48 graduating students who have demonstrated an outstanding contribution to diversity, equity, and inclusion at OHSU. For context last year we had 21 diversity cord recipients. The increase in numbers is directly connected to our students being engaged with their community. Student leaders have answered the call for DEI action in their community and beyond.

The decorative rope with tassels is a symbol of the graduate's commitment to DEI. It can be worn with their regalia to highlight their achievements, or displayed somewhere personal as a reminder of this important work. The color of the Diversity Honor Cord is light blue to signify unity and perseverance. The honor cord is sponsored by the CDI and the Office of the Provost.

[Internal OHSU Announcement](#)

Students had to have met at least two of the following three criteria to be considered:

- Served as a leader of a diversity-related student interest group for a minimum of 12 months
- A past nominee or recipient of one of the annual Diversity and Inclusion Awards
- Volunteered and made meaningful contributions with the Center for Diversity and Inclusion or other diversity-specific agency at OHSU during their tenure at OHSU

Recruitment Efforts

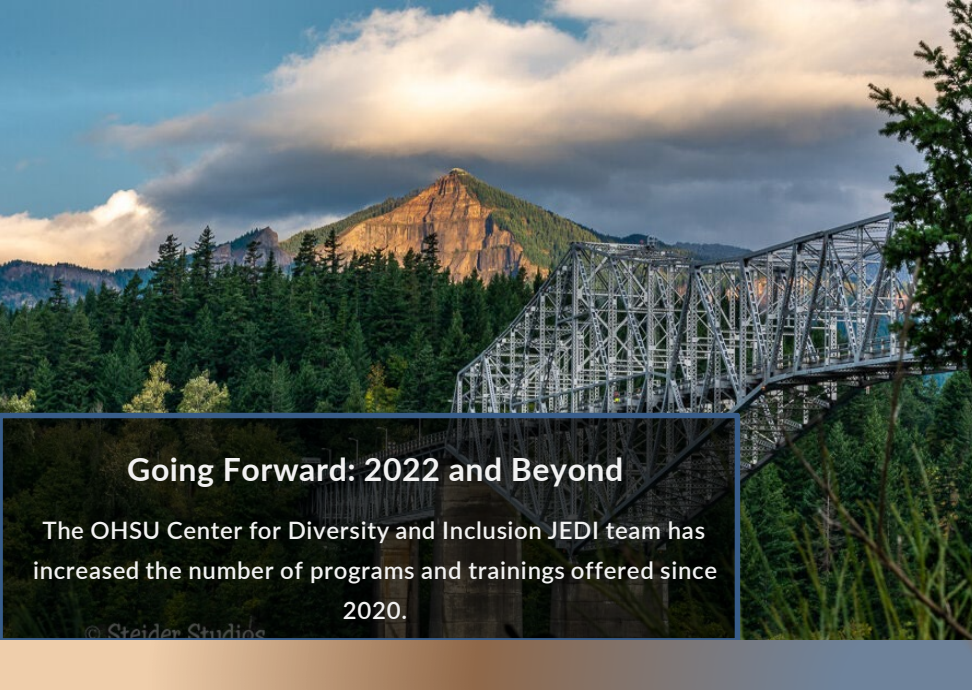
MD Info Day, a quarterly event for all School of Medicine and MD/PhD candidates and aspiring applicants. Delivered informational presentation, gather contacts as well as connect for future consultations and follow-up.

Interview Day presentations preparation, including speaking and connecting with our WY'east cohort to offer support while they are at OHSU. This is done in collaboration with the NW Native American Center of Excellence at OHSU.

Coordinating with all schools at OHSU with their incoming informational sessions. Preparing presentations that are delivered at each respective school's orientation.



Looking Forward | 2022 and beyond



Going Forward: 2022 and Beyond

The OHSU Center for Diversity and Inclusion JEDI team has increased the number of programs and trainings offered since 2020.

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Search Advocates program (2021)

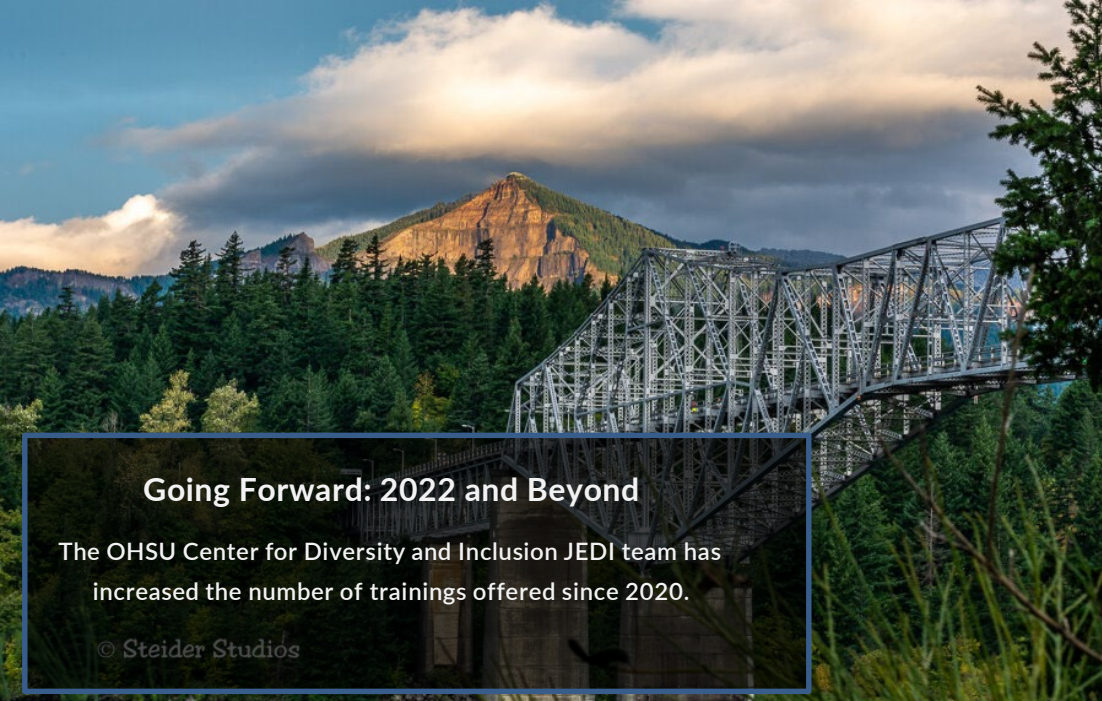
The program model is adapted from Oregon State University's Search Advocate Program. Search Advocates are trained external search committee members who promote equity by serving as equity-centered advisors of the search and selection process. Search Advocates at OHSU undergo a 16-hour training course before becoming a member of the search advocates team. Additionally, each member receives ongoing coaching and guidance as they navigate preparations to serve in a search committee. After the 4-day training, each member of the search advocacy committee becomes part of a learning community by engaging in practice-based and situated learning continual professional development opportunities. Each Search Advocate is a consultant/participant who advances inclusive excellence by asking questions to help committee members test their thinking, identifying and promoting practices that advance diversity and social justice, and minimizing the impacts of cognitive and structural biases. As external committee members, advocates can explore assumptions, norms, and practices that an internal member might not question. The search advocate plays a vital role in position development, recruitment, screening, interviews, references, evaluation, and integration of new faculty or staff members into the institution. The search advocate affirms OHSU's commitment to inclusive excellence in partnership with the search chair, search committee members, and hiring team members.

Intercultural Communications:

Intercultural communication training is a synchronous training aimed at increasing self-awareness and cultural-awareness of personal beliefs, attitudes, emotions, & values and the way they impact communication across differences. Learners will explore concepts of cultural sensitivity, cultural humility, and varying communication styles within the context of power and privilege relations. Through varying activities, learners will demonstrate their understanding of these concepts. Lead by the trainers of OHSU's Center for Diversity and Inclusion, the intercultural communication training aims at advancing OHSU's goal toward becoming an anti-racist multicultural institute.

LGBTQIA2S+ Cultural Humility & Ally Training:

The LGBTQIA2S+ Cultural Humility & Ally training is designed to increase knowledge, awareness, and confidence in LGBTQIA2S+ affirming behaviors. By the end of this 90-minute training, participants will be able to identify the differences amongst inclusive terminology, increase their self-awareness of stigmatization on the LGBTQIA2S+ community through case studies and self-reflective exercises, and learn action items to mitigate bias in the healthcare setting. This training is modeled after Best Practices in Creating and Delivering LGBTQ Cultural Competency Trainings for Health and Social Service Agencies by the National LGBTQ Cancer Network. The National LGBTQ Cancer Network reviewed over two dozen cultural competency trainings across 60 organizations to create a conceptual framework proven to improve knowledge, attitudes, and self-efficacy in LGBTQIA2S+ cultural competence (Rhoten et al., 2021).



Going Forward: 2022 and Beyond

The OHSU Center for Diversity and Inclusion JEDI team has increased the number of trainings offered since 2020.

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3 Pilot + Feedback Sessions that included 43 OHSU Faculty, Staff, and Learners

Program launched 2022

-Number of trainings: 24

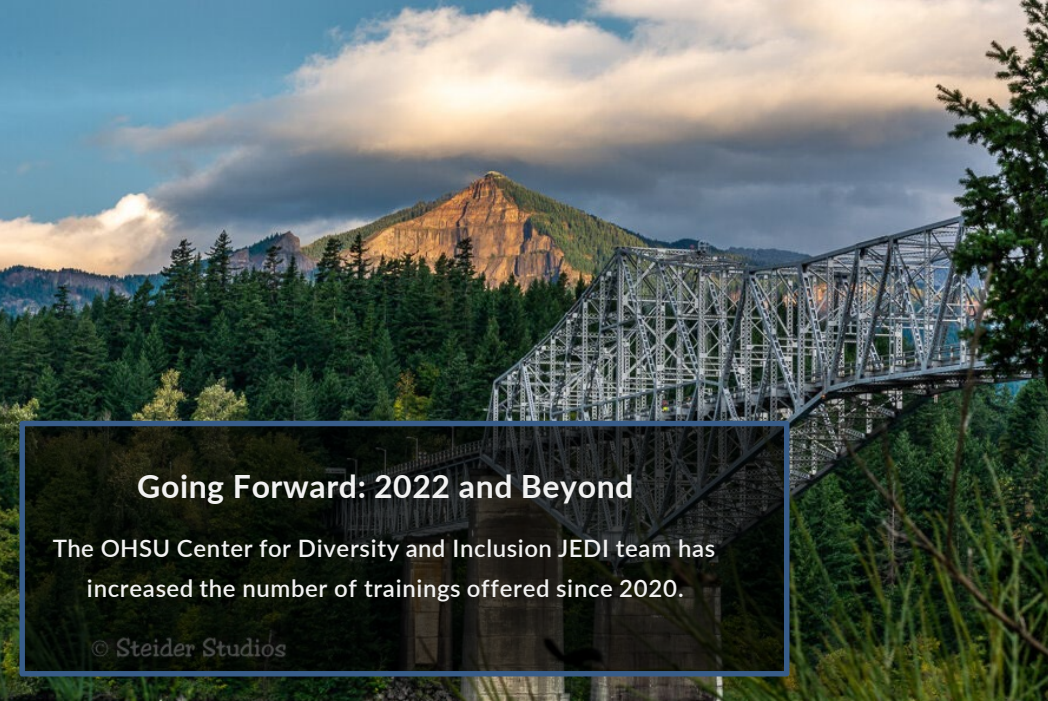
-Number of people trained: 1,035

Stepping-In for Respect: An Active Bystander Training.

Stepping-In for Respect is a bystander intervention training workshop and is a national research collaboration. The Center for Diversity and Inclusion, in partnership with the School of Medicine, has facilitated discussions and began the development of a train of trainers components for this program. Stepping In has been approved as an IRB approved research study and invites participants to partake in the study. The study helps to assess the effectiveness of workshops (pre-post and 6-month surveys) along with an annual survey. Participants may also opt out of the study. The curriculum will use Reader's Theatre-script-based readings on actual experiences centered on disrespect in an academic setting that was developed to raise awareness of bias and set expectations to step in and address bias. Workshop participants will learn and practice strategies for how to step in when witnessing or directly experiencing disruptive behaviors. Facilitators will help prepare participants to turn difficult conversations into productive ones in order to stop disrespectful behaviors, reinforce our core values, and create our desired culture. Participants of the workshops are provided an opportunity to discuss response strategies and are given institutional policies and protocols on reporting. Workshops also offer relevant reporting and support resources that can support efforts for inclusion and eliminate bias in clinical and educational settings. Participants also explore how messaging can foster an environment of respect and inclusion, and set expectations for patients, staff, and trainees. Stepping-In for Respect serves as the primary resource, data collection, and networking site for this two-year multi-institutional effort to improve the quality of the healthcare environment for patients, providers, and healthcare teams.

Stepping-in For Respect Collaborative Partners

- University of Virginia Health System
- Duke University Health
- Indiana University Health
- Oakland University William Beaumont School of Medicine
- Johns Hopkins University Medical Center
- University of Michigan Medicine
- Oregon Health & Science University School of Medicine



Going Forward: 2022 and Beyond

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Faculty Observers Program:

An extension of the Search Advocates program is the Faculty Observers program. We have developed a reporting tool for Faculty Observers to give specific feedback to admissions committees. We are working with the many admissions staff at OHSU to develop additional learning tools and ways of sharing best practices among all the programs.

CDI Anti-Racism Audit Workshops:

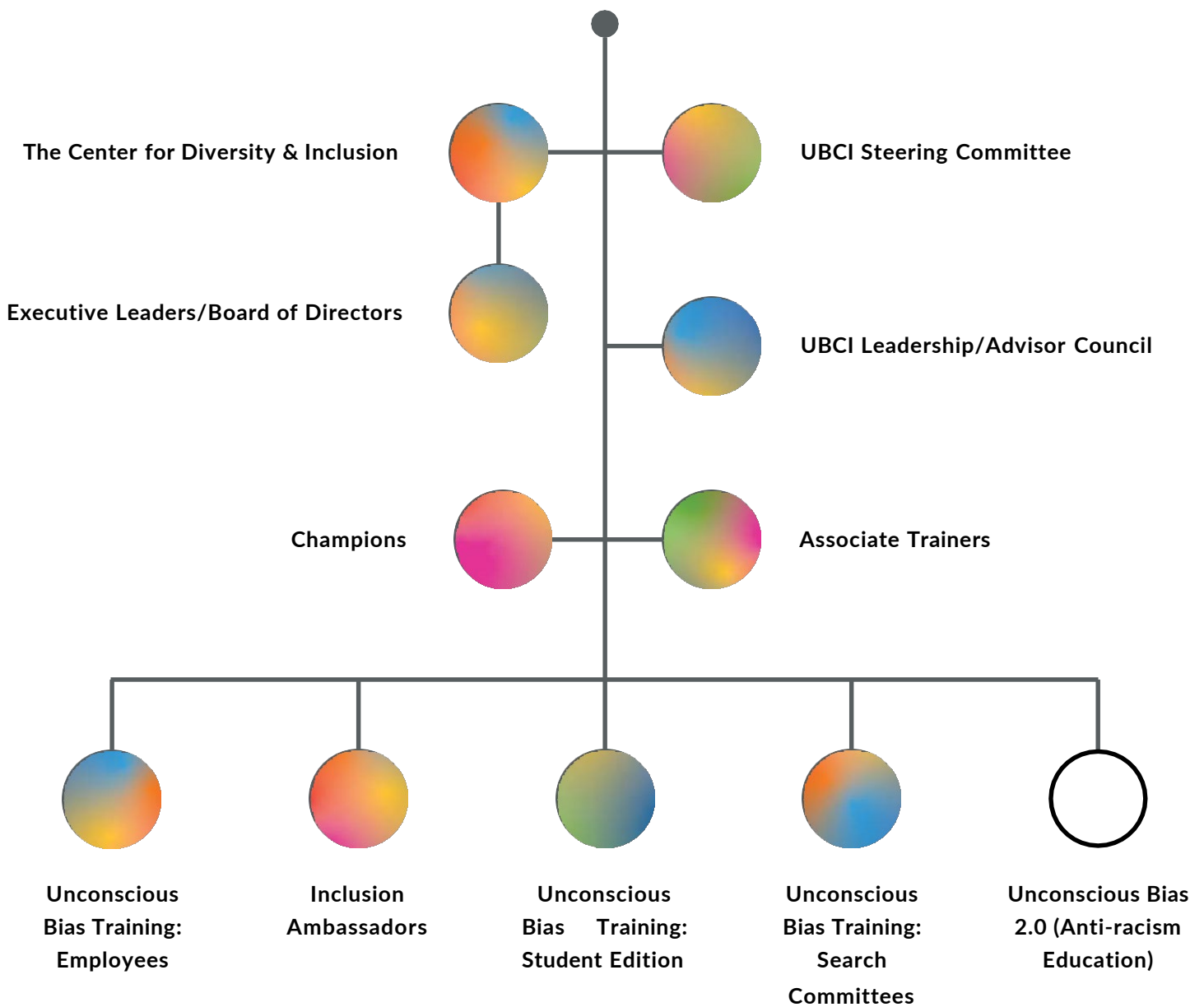
Upon completing the Addressing Institutional Racism training, participants will have fulfilled the prerequisite for participating in Center for Diversity & Inclusion's Anti-racism Audit Workshop. This workshop is provided to groups of individuals in the same department/unit who have already completed the Addressing Institutional Racism training. The workshop serves as a starting point for departments/units to begin examining how their own policies, practices, and culture may create or reproduce racial inequities. In this workshop, participants will be provided with a workbook that guides reflection on patient care, research, employee relations, supervision/management, and other dynamics that are crucial to the OHSU context. Trainers will introduce the concept and strategy behind an anti-racism audit and walk participants through how to use the workbook to audit their own policies, practices, and culture. Finally, participants will plan, implement, and report back on changes that they make in response to their audit.

Addressing Institutional Racism

Addressing Institutional Racism is an asynchronous training designed by the trainers in OHSU's Center for Diversity & Inclusion. Decades of research demonstrate the critical need for more work to be done to address the ways in which racism is built into organizations and institutions – and OHSU is no exception. This training is one part of OHSU's larger efforts to address the realities of racial injustices within OHSU's capacities as a workplace, an educational institution, and a healthcare system. This training is designed to provide participants with knowledge and skills to more effectively identify and address institutional racism in their own department or unit. Addressing Institutional Racism is also intended to prepare learners for participation in the Center for Diversity & Inclusion's Anti-Racism Audit Workshops. Upon completion of this training, learners will have fulfilled the prerequisites for participation in the **CDI Anti-Racism Audit Workshops** and will be informed via email when workshops are available.



Unconscious Bias Campus-wide Initiative





Acknowledgements

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Dr. Derick Du Vivier

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UBCI Steering Committee: Jessica Asai, Erin Hoover Barnett, Dr. Susan Bakewell-Sachs, Dr. Dana Braner, Dr. Dana Director, Dr. Derick Du Vivier, Christine Flores, Dr. Pamela Hughes, Dr. Richard Johnson, Dr. Kristin Lutz, Greg Moawad, Joe Ness, Scott Page, Dr. Mary Stenzel-Poore

JEDI Associate Trainers: Hope Asana, Ali Bruni, Jennifer Cai, Erin Hoover Barnett, Mary Lind, Clea McDow, Raj Shah, Tatiana Grabowski, Danielle Strom, Pa Vue, Trisha Wong, David Forero, Rachel Gribby, Tobin Cox, Min Lee Booth, Jwan Mohammadi, Lyndsey Clapier, Wilson Ta

2021 CDI Annual Report Committee: Linzy Rodrigues, Lisa Huynh, Rebecca Sutton-Kanyako and Rachael Penchoen-Lind, Mackenzie Miller

Additional support partners: Leslie Garcia, Jeffrey Martin, Daniel McClintick, other content reviewers and data support



Resources



[Center for Diversity & Inclusion \(CDI\)](#)

The Center for Diversity & Inclusion leads and supports the university-wide initiatives to create an environment of respect and inclusion for all people. CDI is dedicated to fostering partnerships to enhance OHSU's mission of healing, teaching, research and community services. With a range of resources and services, CDI supports and empowers students, faculty and staff from all walks of life, including historically underrepresented populations.

[OHSU Diversity Action Plan](#)

The Diversity Action Plan (DAP) is intended as a roadmap to guide the efforts of all OHSU community members and campus units. Individual units and departments are invited to enhance the goals, strategies and metrics to achieve the objectives within their groups.

[OHSU Cultural Awareness Guide](#)

The Cultural Awareness Guide has been created to enhance awareness pertaining to faith-based practices and events. The guide serves as an educational resource for myriad religions and beliefs. The guide offers crucial information about dates and practices that will be helpful to those planning activities, events, meetings and co-curricular events that impact OHSU students, employees and patients.

[Center for Diversity & Inclusion \(CDI\) Employee Resource Groups](#)

Employee Resource Groups are OHSU-sponsored and employee-managed groups. They are comprised of people from underrepresented backgrounds or who share a common background or similar interest, and include their allies. ERGs provide opportunities for career development, social support, networking, mentoring and community participation, and help promote cultural awareness and employee engagement.

[Center for Diversity & Inclusion \(CDI\) Student Interest Groups](#)

To ensure that OHSU recruits and retains diverse students, faculty and staff, efforts must be intentional and focused. The Center for Diversity and Inclusion works with OHSU schools, academic programs and units to provide support for all departments to strengthen retention of diverse faculty, residents and research fellows.

[Center for Diversity & Inclusion \(CDI\) Diversity Resource Guide](#)

The Diversity Resource Guide serves as a resource for OHSU students, staff, faculty, and residents to connect with diverse and multicultural organizations and businesses in Portland, and beyond.

[Center for Diversity & Inclusion \(CDI\) Event Calendar](#)

The CDI event calendar provides opportunities for professional development, as well as promote cultural awareness and employee engagement to further enhance the community of inclusion at OHSU.

Center for Diversity & Inclusion – follow us on:

- Facebook: OHSU Center for Diversity & Inclusion
- Instagram: ohsu.cdi
- Twitter: @OHSU_CDI



[OHSU Library](#)

The OHSU library is the largest health science library in Oregon, serves the faculty, staff and students of OHSU, as well as health professionals and residents of the State of Oregon. The Center for Diversity & Inclusion has partnered with the library to also create resources on Race, Racism and Health Disparities.

[OHSU Ombuds](#)

The OHSU Ombuds services are available to all faculty, staff, administrators, students, post-doctoral fellows, trainees and volunteers, offering a safe, confidential place to discuss campus-related issues and explore possibilities for informally addressing concerns.

[Student Life](#)

The Office of Student Life sponsors a variety of services, programs, and events to educate, advocate, entertain and challenge students. Please see this page for more information regarding Academic Accommodations for Disabilities, Get Involved, Student Health and Wellness Center, Living in Portland and the Student Center.

[Affirmative Action & Equal Opportunity \(AAEO\)](#)

Affirmative Action & Equal Opportunity (AAEO) leads development and awareness of diversity, accessibility, and respect within OHSU and the wider community. AAEO is proactive, solving problems university-wide through collaboration.

[Title IX](#)

Title IX of the Education Amendments of 1972 protects individuals from discrimination on the basis of sex in any educational program or activity operated by recipients of federal aid. OHSU complies with Title IX and 34 CFR Part 106 by prohibiting sex and gender discrimination in education programs, activities, employment, and admissions. For more information, contact titleix@ohsu.edu or the U.S. Department of Education Office for Civil Rights, 1-800-421-3481.

[Transgender Health Program](#)

The OHSU Transgender Health Program provides safe, comprehensive, affirming health care for the transgender and gender-nonconforming communities. Email the Transgender Health Program Coordinator, transhealth@ohsu.edu or call 503-494-7970.



[Lactation Services](#)

OHSU has designated several locations throughout its campuses where women can either breastfeed their babies or pump breast milk for later use. Any private space within or near an employee's department or unit may also be appropriate.

[Language Services](#)

Interpreting services at OHSU serves a diverse population and is committed to providing culturally competent medical care for all patients and their families. OHSU provides free interpreter services for all of our deaf, hard of hearing, deaf-blind and limited English proficient patients and their families.

Translation services at OHSU ensures that you understand your medical treatment plan even after your visit is complete. If you need any of your written care plans in a language other than English, Translation services can help.

[OHSU Global](#)

OHSU seeks to centralize its global footprint in Southeast Asia by establishing a campus in Bangkok, Thailand, where education, research and clinical initiatives can be leveraged and sustained over time to improve human health globally. A partnership with Bangkok Hospital and Mahidol University links OHSU with the largest private hospital system in Southeast Asia.

[OHSU International](#)

The Office of International Affairs (OIA) supports OHSU's international community, programs and activities. The OIA consists of two departments: Department of Immigration Services and Department of Export Controls.

[OHSU Fact Book](#)

The OHSU Fact Book provides data about academic programs, students, faculty and staff, and other basic information in a user-friendly format for the OHSU community and public.

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