



SoM Belong, Include, Empower: December 2022

Dear OHSU School of Medicine Community:

I am happy to bring you the December edition where you can find webinars, events, new and updated tools and also learn about our students, staff and faculty who are advancing our DEI efforts.

I'd like to congratulate the Undergraduate Medical Education (UME) Equity Justice Committee and the contributions of three Med 24 students Rohi Gheewala, Jose Manuel Carrillo-Castro and Sean Bowden for the creation of the new Outdated Medical Terminology guide listed below.

To help us celebrate respectfully and inclusively, I'd like to remind you that OHSU has a policy to clarify topics associated with religious exercise and expression in the workplace and educational environment, particularly addressing the holiday season. [OHSU's policy 03-05-037](#) notes that OHSU administration, faculty, staff, volunteers and students must treat everyone with the same respect and consideration, regardless of their religious beliefs or non-beliefs. Also, if an employee or student would like to request for reasonable accommodations for religious beliefs pursuant to OHSU's Accommodations Policy 03-05-055 can do so, by contacting the [Affirmative Action and Equal Opportunity](#). Lastly, decorations, expressions and music holiday can be found under Policy 03-25-090, Employee Recognition, Contests and Celebrations Environmental Health and Radiation Safety's Holiday Decorations Safety Policy. Please note the Hospital environment of Care Program also sets standards regarding placement of holiday celebrations, safety policy, and holiday caroling. Go [here](#) for more information.

We appreciate everyone working to make OHSU a better place that is welcoming and supportive of all.

Best,

Leslie Garcia, M.P.A., Ed.D.

Associate Dean for Diversity, Equity, & Inclusion
OHSU School of Medicine

New tool: Outdated Medical Terminology

SCHOOL OF MEDICINE'S
M.D. PROGRAM

yourMD
DIVERSITY CURRICULUM TRANSFORMATION

Outdated Medical Terminology

A guide for medical students, educators and providers



Outdated Medical Terminology

BY Rohi Gheewala, Med24
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Eponyms

An eponym is a person, a place, or a thing after whom or which someone or something is, or is believed to be, named. We acknowledge the effort to transition away from eponyms, however from our literature review, there are currently no alternatives for Hansen's disease.

OUTDATED TERM	WHY IS IT HARMFUL?	ALTERNATIVE TERM
Buffalo Hump	Derogatory towards overweight individuals.	Supraclavicular and/or dorsocervical fat pad
Mongolian Spot	Historically, individuals with these skin findings were stigmatized to be racially inferior; term originated with the incorrect belief that it was most common in Mongolian populations (1,2).	Slate grey nevus, congenital dermal melanosis
Dwarfism	Linked to the root meaning 'to deceive,' implying an inherent moral defect in individuals with short stature (3). Also, historically been linked to intellectual disability which is inaccurate.	Individual with short stature, little person
Cretinism	Derogatory slang term for someone perceived as foolish or incompetent; historically used to mean "human being" as a reminder that individuals with this condition were humans and not beasts (3,5).	Congenital iodine deficiency syndrome, congenital hypothyroidism
Mental Retardation	Retardation is often used as a synonym for "dumb" or "stupid" and equates people with disabilities as such (6).	Individual with intellectual disability or developmental delay

A new tool was created by OHSU's SoM medical students! Thank you for your advocacy. Visit the [SOM DEI website](#) under the tab of resources to find it. Submissions will be reviewed quarterly in aggregate by Dr. Leslie Garcia, Associate Dean of Diversity Equity & Inclusion, Dr. Reem Hasan, Equity and Justice Subcommittee (EJS) and the UME Curriculum committee (UMECC).

December Observances

[International Day of Persons with Disabilities | Dec. 3](#)

Disability inclusion is an essential condition to upholding human rights, sustainable development, peace and security.

[National Influenza Vaccination Week | Dec. 5-11](#)

Reminding everyone six months and older that there's still time to get a flu vaccine.



December 1st has been observed since 1988 as World Aids Day, when living with HIV looked different than it does today. Being diagnosed with HIV is no longer a fatal diagnosis. However, it still can be fatal if the person does not engage in care.

Medications, taken regularly, can help those living with HIV achieve viral suppression, which means it is not transmittable through sexual contact. Undetectable = Untransmittable (U=U). Pre-exposure prophylaxis (PrEP) is medication that reduces the chances of acquiring HIV. This was unimaginable in 1988 when patients were fighting for access to medications to prevent them from dying from AIDS.

The many reasons why people are not screened and do not engage in care, relate to the racism, transphobia, sexism, homophobia, prejudices around drug use and more, that exist in our education, healthcare and social service systems. While we have done incredible work locally and nationally to impact these systems, we still have work to do to make sure our systems are anti-racist, inclusive and welcoming to all.


World AIDS Day is a day to educate people that HIV still exists, that there are tools available to all, that we honor those who are living with HIV and those who were lost too soon. It is a day to acknowledge the incredible work people have been doing to care for, support and find treatments and a vaccine.

At OHSU, we have been doing just that since the early 1990s. We provide medical care through our Internal Medicine Clinic, dental care through Russel Street Dental clinic, case management through [Partnership Project](#). The project which serves those not just accessing care at OHSU but throughout the Portland metro area, engage in HIV research and over the past several years have increased HIV screening in our emergency department.

Updated tool: Recruitment Manual

2022

Recruitment Manual




Introduction

This recruitment manual will focus on the recruitment and selection process for faculty, staff, and trainee positions with the aim of conducting effective searches that will assist in diversifying the applicant pool and attracting the best candidates to OHSU.

The procedures discussed within this manual apply to all available staff and faculty positions to assist in their recruitment and selection. To learn if your position(s) have placement goals, contact the OHSU Affirmative Action and Equal Opportunity* (AAEO) Office as the first step in recruitment efforts. The AAEO Office can be reached at 503-494-5148 or aaeo@ohsu.edu.

As part of OHSU's commitment to diversity and affirmative action federal requirements, OHSU annually reviews personnel hiring, promotions and terminations. Based on this analysis, placement goals for women and minorities, utilization goals for individuals with disabilities, and hiring benchmarks for protected veterans are set and serve as a guide for recruitment efforts in these areas. Throughout the affirmative action plan year, progress towards these goals and benchmarks, and good faith outreach efforts are monitored.

For the purposes of this guide, we will focus on areas of diversity, equity and inclusion within our recruitment and highlight a few more resources available.



The School of Medicine partnered with the OHSU Center for Diversity and Inclusion to create this resource that focuses on the recruitment and selection process. The aim is to conduct effective searches that will avoid bias in the interview process, diversify the applicant pool and attract the best candidates to OHSU.

The Association of American Medical Colleges (AAMC) [developed guidance for residency interviews for the 2022-23 residency selection cycle](#). Programs should follow recommendations for the 2022-23 cycle to help specialty and training programs consider their interviewing options and to support evidence-based decisions; to reduce unnecessary confusion, stress, and inequity among learners; and to promote a more successful residency selection process for all.

Disability Awareness Scholarly Project Makes an Impact



Enrichment

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

[Tuesday, Dec. 6, 11 a.m. | Learn about REALD at OHSU](#)

Join this virtual presentation about the Race, Ethnicity, And Language Disability (REALD) initiative, which requires healthcare institutions to collect patient personal background data so it can be reported to the Oregon Health Authority. SoM members Leslie Garcia and Mariana Phipps provided guidance to shaping this content. This data helps the state acquire and allocate resources and services for underserved populations.

[Wednesday, Dec. 7, 9:30 a.m. | Exploring Salary Equity Among Medical School Leadership](#)

The AAMC will go over the findings from a new [report](#) that presents the first publicly available analysis of U.S. medical school deans and dean's office leadership compensation, the gender and racial/ethnic identities of those in leadership roles, and their administrative titles. A [commentary](#) published ahead-of-print in *Academic Medicine* further explores the data and findings.

[Wednesday, Dec. 7, noon | Navigating the Noise: Abortion Politics, Equity and Ethics](#)

This is part of the Heart Lecture Series, please join Drs. Katie Watson and Alison Edelman for an engaging conversation. Register [here](#).

[Thursday, Dec. 8, noon | Transformative Research Requires Insider Researchers](#)

Hosted by the National Institute of Mental Health (NIMH), this talk will cover health disparities in socially disadvantaged groups on how insider researchers can leverage their community's cultural wealth to improve inclusion of study participants, strengthen research methodology and enhance the rigor and impact of studies.

[Friday, Dec. 9, 6 p.m. | OASIS 2022 Diversity Mixer](#)

The School of Medicine UME Diversity Navigators invite M.D. students to an event to be held at the [White Owl Social Club](#). Light refreshments will be served while enjoying a relaxed environment. The goal is to promote a positive environment for M.D. students of all backgrounds. Register in Sakai (under the Office of UME) by Dec. 8.

[Friday, Dec. 9, 9 a.m. | Supporting a Diverse Workforce in the Face of Ongoing Societal Trauma](#)

This virtual symposium will highlight a number of speakers from academia and industry who are navigating challenges and developing solutions for how to protect and promote the health and safety of a nationally exhausted workforce affected by ongoing societal stressors.

[Friday, Dec. 9, 1 p.m. | Unraveling the Mystery of NIH Diversity Supplements](#)

The National Institutes of Health (NIH) provides Diversity Supplements to faculty with existing NIH research grants. This program increases diversity in the research workforce by providing training, mentorship and career development opportunities to underrepresented candidates in biomedical, behavioral, clinical, social and basic sciences research. Register by Dec. 7.

[Tuesday, Dec. 13, 1 p.m. | Impact of the SARS-CoV-2 Pandemic on Career Progression and Wellness Among OHSU](#)

This session will discuss the results and solutions to improve equity. Drs. Eneida Nemecek and Nancy Jaggar will discuss the impact the pandemic had on equity for faculty wellness and career progression. This is a virtual and in-person session - physical location: KCRB 1011.

[Wednesday, Dec. 14, 10 a.m. | Deconstructing Racism in Medicine Through Curricular Review](#)

Participants will learn about the history of racism in medical education. Anti-racism curricular tools and resources will be shared to address areas commonly faced when addressing racism in medical education.

[Wednesday, Dec. 14, 8 a.m. | A Look at Gender Disparities in Medicine](#)

Join the Neurology Grand Rounds for an engaging conversation with Joseph Quinn, M.D. professor and director, OHSU Parkinson's Center and Movement Disorders Program.

Funding Opportunities

- [John Lewis NIMHD Research Endowment Program](#)
- [Research on the Health of Women of Understudied, Underrepresented and Underreported Population](#)

Spotlight: PRIDE Employee Resource Group



Members of the Pride ERG and friends served lunch to over 200 people at Blanchet House earlier this month. Thanks to Bella Almario, Chi Naruse, Amber Hollingsworth, Bee Lund, Eleni O'Neill, Leslie Wilkins, and Wataru Sasaki! Blanchet House makes volunteering easy, and their greatest need is at the end of each month as folks' financial support runs out.