Dear OHSU School of Medicine Community:

In our November newsletter you'll find several observances, webinars and examples of the many ways in which members of our school are making a footprint in Diversity, Equity and Inclusion. Nov. 16 is the International Day of Tolerance. Let us pledge to promote and exercise respect and tolerance.

A reminder that applications for mentors and mentees for the School of Medicine M.D. Diversity Mentorship Program are open through Nov. 15. We invite you to support our learners.

Lastly, the School of Medicine's Diversity, Equity and Inclusion office is updating its strategic plan, and we need your guidance to maintain an inclusive academic community. Please, share your feedback with us. It provides us with valuable insights to continue providing effective programming, tools and resources.

Share your feedback

Sincerely,

Leslie Garcia, M.P.A., Ed.D.
Associate Dean for Diversity, Equity and Inclusion
OHSU School of Medicine
SACNAS influences diversity in STEM

The OHSU School of Medicine joined the Provost's Office and OHSU Research in co-sponsoring the SACNAS National Diversity STEM Conference (Oct 26-28) at the Oregon Convention Center. Multiple members of the school, including faculty and students, attended the conference. Click on the image to read the story and see more pictures from the event.

Posted Monday, October 30, 2023 PDT

November Observances

**Lung Cancer Awareness Month**

Fact: Smoking is the leading risk factor for lung cancer and people who have never smoked account for 20% of lung cancer deaths.

**American Diabetes Month**

Fact: Type 2 diabetes, which is largely preventable, accounts for approximately 90% to 95% of all diagnosed cases and is a rising threat in youth.

**National Alzheimer's Awareness Month**

Fact: Early-onset dementia and Alzheimer's disease affects a growing number of young Americans. Diagnosis rates has increased 200% in ages 30-64.

**National Family Caregivers Month**

Fact: HIPAA does not in any way prevent a provider from receiving information from a caregiver regarding a patient’s history, previous treatment or recent symptoms.
Transgender Awareness Week (Nov. 13-19)

Fact: According to a 2021 Gallup poll, 68% Americans believe they have never personally met anyone who is transgender. That means that the majority of the public's education and awareness about transgender people has been informed by more than a century's worth of media which has overwhelmingly misrepresented and mischaracterized who trans people are - significantly influencing public perceptions, policy and attitudes about the trans community.

Veterans Day (Nov. 11)

Fact: On Oct. 7, 2016, President Obama signed the Veterans Day Moment of Silence Act. It calls on all Americans, wherever they are, to pause voluntarily for two minutes at 11:11 PST to honor veterans.

International Day for Tolerance (Nov. 16)

Fact: To overcome intolerance, laws, education, access to information, individual awareness and local solutions are required. Tolerance is thus a political, legal and moral duty to protect human rights.

Native American Heritage Month

Join in honoring the rich ancestry, traditions and legacies of Native Americans, including their ancestors who created paths forward.

15 Years of Student-led Community Equity Work

OHSU medical, nursing, physician assistant, dental and pharmacy students provided free basic health screenings to underserved patients at OHSU's Health Equity Fair in Portland's Pioneer Courthouse Square. A total of 150 volunteers and more than 10 sponsors made this year's event possible. Click on the image to read the story and see more pictures from the event.

Posted Monday, October 23, 2023 PDT
Enrichment

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

**Friday-Tuesday, Nov. 3-7 | Learn Serve Lead 2023: AAMC Annual Meeting**
Join in person and learn applicable lessons and insights influencing the direction of campuses, health care facilities and research institutions. Make professional connections that expand collaboration.

**Saturday, Nov. 4 | 2023 Diversifying the Next Generation of Doctors: Career Fair & Workshops**
Pass along this opportunity to your mentees to join free interactive AAMC workshops throughout the day, focused on crucial information for high school and college students including MCAT, AMCAS, financial information resources and more. Get an up-close look as medical schools demonstrate techniques such as suturing.

**Thursday, Nov. 9, noon | Understanding How Communication Contributes to Latino Health**
Susana Ramirez, Ph.D., M.P.H., associate professor, Public Health Communication at University of California, Merced, will situate communication as a social determinant of health and describe a set of studies that aim to explain how communication can both contribute to and address Latino health disparities.

**Thursday, Nov. 9, 6 p.m. | Women in Science Portland: Craft Your Professional Elevator Speech**
In this workshop participants will identify transferable skills from educational and professional experiences to develop an elevator speech.

**Monday, Nov. 13, 6 p.m. | Equity and Justice in Health and Education**
Join Dr. Teri A. Murray in this discussion, for the Henrietta Doltz Puhaty Lecture, part of OHSU Professionalism Week. Dr. Murray uses regulatory, public and legislative policies to promote and lead innovations in nursing education and health care.

**Tuesday, Nov. 14, noon | Improving Maternal Mental Health Outcomes: Various Approaches to Closing the Gap of Care**
Accessing perinatal mental health services is a significant barrier for many due to a lack of providers, high cost of treatment, stigma and more. It affects millions of people every year yet is commonly underdiagnosed and left untreated. This webinar is part of the AAMC Learning Series,

**Wednesday, Nov. 15, 4:30 p.m. | OHSU State of the School of Medicine**
Join Dean David Jacoby for his Fall 2023 State of the School Address followed by a reception. In-person at the Vey Auditorium. A live stream option will also be available.
"Make sure people see your value"

"It took time for me to feel that I was at a place I belonged to and to see myself as a mentor to others," said Dr. Eva Galvez, M.D., (top center dressed in black) family medicine specialist at Virginia Garcia Memorial Health. Dr. Galvez and her twin sister are first-generation physicians at the forefront of migrant health care.

"A mentor provides guidance but a sponsor will nominate you, a sponsor believes in you," said Tomas Lazo, M.D., associate professor of pediatric anesthesiology, OHSU School of Medicine. "Make sure people see your value."

OHSU's Latino Medical Student Association (LMSA) chapter, founded almost a decade ago, held a panel discussion on Oct. 20, followed by a night of games and food. The discussion was centered on the panelist's experiences through medical school.
Advice was offered on the importance of mentorship and sponsorship, bringing your own self to the table, prioritizing mental health and self-reflection and addressing burnout. There is one common denominator among attendees: going into medicine with the perspective of community.

Just 6% of U.S. physicians are Latino, despite 19% of the U.S. population identifying as Latino.

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**On the pulse**

- [President Biden honors David Huang, M.D., Ph.D., for transformative imaging technology](#)
- [Dr. Eric Wiser appointed assistant dean of rural undergraduate medical education](#)

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**Funding Opportunities**

- [Behavioral and Social Research on the Role of Immigration on Life Course Health and Aging, apply by Nov. 10](#)
- [Interventions to Address HIV-Related Comorbidities among Highly Affected Populations Experiencing Health Disparities, apply by Nov. 14](#)
- [HRSA Healthy Start Initiative: Eliminating Disparities in Perinatal Health, apply by Nov. 16](#)
- [Understanding and Mitigating Health Disparities experienced by People with Disabilities caused by Ableism, apply by Nov. 29](#)
- [Comprehensive Partnerships to Advance Cancer Health Equity, apply by Dec. 16](#)
- [OHSU Center for Women's Health Circle of Giving, apply by Jan. 12, 2024](#)
- [The Valerie Palmer Global Health Neurology Diversity Research Award, apply by Jan. 31 2024](#)
- [OHSU Knight Cancer Institute B-BRITE Summer Program, apply by Feb. 1, 2024](#)
Some of the most noticeable improvements include the addition of white and Black/African American write-in areas on the questionnaire and the tabulation of detailed 'some other race' responses. These improvements allowed them to provide counts for groups that did not receive data from the race question in previous censuses. As a result, detailed data are now available for 104 white groups, 64 Black/African American groups and 22 Some Other Race groups.

The 2020 Census also marks the first time they release data for regional groups, including Middle Eastern and North African, Caribbean, Sub-Saharan African, Polynesian and more.
Spotlight: Shandee Dixon, Ph.D.

"Growing up in El Monte, Southern California, surrounded by the love and support of my family, I developed a curiosity about the world that has fueled my journey in STEM," reflects Dr. Shandee Dixon. "Now, as a first-generation college graduate, I am passionate about advocating for the inclusion and support of marginalized and underrepresented groups in the scientific and healthcare fields."

Dr. Dixon serves as an Associate Scientist at the Oregon Clinical & Translational Research Institute (OCTRI) at OHSU and is an integral member of the BUILD EXITO and URISE undergraduate research training programs at Portland State University. In her role, she mentors future scientists and healthcare professionals, fostering an inclusive and supportive learning environment.

At the Northwest Native American Center of Excellence, Dr. Dixon leads as the Research Thread Director for the Wy'east Post-Baccalaureate Pathway, guiding American Indian/Alaska Native pre-medicine scholars and introducing them to diverse research methodologies. She emphasizes the importance of creating community-relevant solutions through collaborative efforts between scientists, healthcare providers and public health experts.

As the Assistant Director of Cancer Research Training & Education at the Knight Cancer Institute, Dr. Dixon shapes educational initiatives to ensure they are equitable and inclusive, reflecting her commitment to diversity in all aspects of her work.

"During my time as a staff scientist at the OHSU Cancer Early Detection Advanced Research Center (CEDAR), I founded the Health Inequities Committee, recognizing the crucial need to address systemic health disparities affecting early cancer detection and treatment," Dr. Dixon shares.
Dr. Dixon holds a Ph.D. in microbiology and immunology from the University of Michigan. Her achievements have been recognized through fellowships from the National Academies of Science, Engineering and Medicine Ford Foundation, the Northwest Native American Center of Excellence-TEDMED and the OHSU Fellow for Diversity and Inclusion in Research (OFDIR) in the Microbiology and Immunology Department.

Away from the lab and the classroom, Dr. Dixon enjoys exploring the Pacific Northwest on long drives with her mom and grandma, singing karaoke, playing board games with her partner, Tyler, and spending time with her two tuxedo kittens, Pepperoni and Juniper.

Religious Holiday Calendar | AAEO Religious Accommodations & 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.