

April 2014

Recruitment Manual



Introducing OHSU's New Recruitment Manual

The Center for Diversity & Inclusion has developed a [Recruitment Manual](#) to help enhance diversity recruitment efforts and keep OHSU moving toward the goal of being a great organization, diverse in people and ideas. It will be one of the resources available to foster a respectful, inclusive environment where everyone has the opportunity to thrive. The manual includes guidelines to help develop and post position descriptions and tips and best practices for a well-executed search for talent. [Adrienne Thompson](#), Ed.D. Manager for Faculty Recruitment and Retention, will present the manual to the OHSU community at two open-house events to be held from 11:30am to 1pm on Monday, June 9 and Thursday, June 19. [Click here](#) to see the Recruitment Manual presentation schedule or [email Adrienne](#) for more details.

Updated Resource Guide Highlights Diversity Resources

CDI created the [Diversity Resource Guide](#) as part of our warm welcome to everyone within OHSU's diverse community of students, staff and faculty. The updated guide is intended to connect the OHSU community with diverse and multicultural organizations and networks. If you're new to Portland or the OHSU community, the guide will help you connect with a diverse array of resources and discover the many services and opportunities available throughout the area. If you're already familiar with Portland or OHSU, the guide will help you network with diverse businesses, community resources and volunteer opportunities.

May 3-5: Cinco de Mayo Fiesta at Waterfront Park

CDI is supporting OHSU's Hispanic Dental Student Association and the Latinos Unidos Organization employee resource group in their outreach efforts to the Latino community at Portland's 30th annual Cinco de Mayo Fiesta, one of the largest cultural heritage festivals in Oregon. Cinco de Mayo is a celebration of Mexican-American culture and heritage, and Portland's fiesta is among the largest in the country. The family-friendly festival at Waterfront Park showcases cultural performances, authentic cuisine, an artisans village, ballet and mariachi performances, lucha libre, and more. OHSU's dental students will be present to promote oral health care among Latino children and families. To learn more about OHSU's contingent, contact [Jennifer Rosales](#).



May 15: Asian Pacific American Heritage Month



To celebrate Asian Pacific American Heritage Month, OHSU's emerging Asian Pacific Islander Employee Resource Group and the Center for Diversity and Inclusion (CDI) are hosting a talk by Ronault "Polo" Catalani, J.D., an activist-lawyer who also manages the New Portlander Programs at the City of Portland Office of Equity and Human Rights. In this role, he works with immigrant and refugee community partners to develop and deliver valuable city services to their robust neighborhoods. The vehicle for newcomer integration is civic engagement, the goal is participating in democracy. Polo is well-known in the community for his advocacy work, as well as his column in *The Asian Reporter*. His OHSU talk is scheduled for 12-1pm on Thursday, May 15, at the OHSU Old Library Auditorium. [Download the event flier](#) or e-mail cdi@ohsu.edu if you have any questions.

May 17: OHSU Heart & Stroke Walk

To help raise awareness about cardiovascular health, join OHSU's "[Team Heartlandia](#)" in the American Heart Association annual walk. The three-mile walk begins at 9:30am at the Eastbank Esplanade. Register and turn in your raised monies by May 13 to be eligible to win prizes from OHSU. For raising \$25, participants will get a Team OHSU t-shirt to wear at the walk. If you're still looking for an OHSU team, we welcome you to join CDI's [OHSU Heart Throbs](#), led by team captain [Rola Khouri](#).

May 22: Deadline for NIMHD Health Disparities Course

The [National Institute on Minority Health and Health Disparities](#) (NIMHD) will again host a course on the science of health disparities this summer. The course will take place on the campus of the National Institutes of Health in Bethesda, Maryland, from August 11-22. The intensive two-week course will provide specialized instruction on the concepts, principles, methods, and applications of health disparities science, practice, and policy. It will also integrate principles and practice of community engagement. Nationally and internationally recognized experts in health disparities science will lead individual sessions. The course is free, but admission is competitive and daily attendance is mandatory. Participants are responsible for transportation, room and board. Submit an application via the NIMHD website at www.nimhd.nih.gov; deadline is May 22. Applications will only be accepted online. For more information, contact the course planning committee at NIMHDHealthDC@mail.nih.gov.

May 6: Managing Discrimination, Retaliation and Disability. In this highly interactive class, managers will identify their legal responsibilities and employee rights relating to discrimination, harassment, retaliation and reasonable accommodation, and present the resources available to help managers and supervisors respond appropriately. The class is offered by the Office of Affirmative Action and Equal Opportunity. The training will be held from 8:30am to noon on Tuesday, May 6 at Room 310 of the Medical Research Building. For more information, email [Helle Rode](#) or call 503 494-5148.

May 7: Latinos Unidos Organization Join the regular meeting of the Latinos Unidos Organization (LUO), which brings together people from diverse backgrounds to promote diversity and inclusion activities, making visible the richness of diversity in the OHSU community. [Email](#) for more info.

May 17: APANO State of Cultural Competency Community Forum OHSU is honored to host this year's community forum on health equity and access, hosted by the Asian Pacific American Network of Oregon (APANO). The event will be held from 8am to 4pm on Saturday, May 17 at the Center for Health and Healing Paul Kirk Conference Center. [read more](#)

May 27: International Employee Resource Group The International ERG will host an after-hours networking event from 5:30-8:30 pm on Tuesday, May 27 at Riverplace Newport Seafood Grill, 0425 SW Montgomery. The informal networking event will give you an opportunity to get to know people from all over the world and build new connections. Food and drinks will be available for purchase. [Email Riikka Salonen](#), IERG chair, to RSVP.

June 10: Disability Employee Resource Group Luncheon – Experiencing Disability The Disability Employee Resource Group (DERG) will host a Disability Experience luncheon from 12-1pm at the Marquam Room, next to the MacHall Café in MacKenzie Hall. The DERG will provide interactive simulations that allow everyone to experience what it is like to have a disability, including those affecting vision, hearing, mobility, and motor control. The DERG serves as a resource to bring individuals with disabilities together with their allies to increase awareness, provide peer support, and improve accessibility. Contact [Matthew Millard](#), co-chair, or [Lina Reiss](#), Chair, for information.

May 23: Pursuing Excellence Through Diversity

The Center for Diversity and Inclusion is hosting a talk by Damon A. Williams, Ph.D., one of the world's leading authorities on educational achievement, inclusive excellence, and chief diversity officers. He is the senior vice president of Program, Training & Youth Development Services for the Boys & Girls Club of America. The event will be held from 12-1pm on Friday, May 23 at Room 144 at the OHSU School of Nursing. Dr. Williams previously served as vice provost and chief diversity officer at the University of Wisconsin-Madison. He is the author of *Strategic Diversity Leadership: Activating Change and Transformation in Higher Education*, a ground-breaking book focused on the strategic imperatives of access, achievement, and inclusion in the new economy. Email cdi@ohsu.edu for more information about the event.



May 27: Women in Leadership Conference



Join the Women in Academic Medicine for an event that will spark meaningful conversations and inspire your work. The 2014 [Women's Leadership Conference](#) will cover mentoring, discovery, clinical service, research support and resiliency. The event will be held from 11am to 5pm on Tuesday, May 27, at the Vey Conference Center, located in the 11th floor of Doernbecher Children's Hospital. Keynote speaker Susie Wee, Vice President and Chief Technology Officer of Networked Experiences at Cisco Systems, will share her perspective on "Leadership Experiences: Lessons Learned." At Cisco, Wee is responsible for innovations, architecture, customer experience trials, and developer program for Cisco's Collaboration portfolio which includes unified communication, telepresence video conferencing, and web conferencing. [Download the flier.](#)

May 29: Cultural Competency Panel Discussion

OHSU's emerging Asian Pacific Islander Employee Resource Group is hosting a panel discussion among OHSU faculty and providers on the topic of cultural competent care. The event is scheduled for 12-1pm on Thursday, May 29 at the BICC Gallery. The networking potluck lunch starts at 11:30am.

Confirmed panelists include:

- Anna Marie Chang, M.D., M.S.C.E., Assistant Professor, Department of Emergency Medicine
- Amy Mee-Ran Kobus, Ph.D., M.C.R., Assistant Professor, Department of Psychiatry
- Frances Lee-Lin, Ph.D., R.N., O.C.N., C.N.S., Associate Professor, OHSU School of Nursing
- John Ng, M.D., F.A.C.S., orbital trauma specialist and a member of the Division of Oculoplastic and Orbital Surgery at the Casey Eye Institute

Panelists will discuss their personal and clinical experiences in providing culturally competent care for Asian Pacific Islander and other diverse patients. The discussion will touch on psychosocial and cultural facets that are unique to API communities, and highlight each provider's unique perspectives about integrating a patient's belief systems into their treatment or care plan. Contact cdi@ohsu.edu for more information.

June 12: Microaggressions in Everyday Life

The Center for Diversity and Inclusion hosts a lecture by Derald Wing Sue, Ph.D., Professor of Psychology and Education in Columbia University Teachers College's Counseling Psychology program in the Department of Counseling and Clinical Psychology. Sue has been a leader in moving identity and difference—race, gender, sexual orientation—to the center of counseling psychology and to spotlight the impact these issues can have on the mental well-being of people who stand outside the mainstream. He is an internationally recognized expert on "microaggressions" – the everyday verbal, nonverbal and environmental slights, snubs or insults, whether intentional or unintentional which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership. His research has shown that microaggressions can cause greater psychological harm than overt racism or other bias. Sue's OHSU talk will be held from 12-1pm on Thursday, June 12, at the OHSU Old Library Auditorium. For more information, email [Michelle Singer](mailto:Michelle.Singer@ohsu.edu).



June 15-16: OHSU at Portland Pride Parade and Festival

Join [OHSU Pride](#) at the annual Portland Pride Parade and Festival, June 15-16 at Tom McCall Waterfront Park. All members of the OHSU community, including friends and family are welcome to walk with OHSU in the parade. Also needed are volunteers to staff the OHSU booth at the festival and to serve as parade monitors. All participants and volunteers will receive a free T-shirt. Email pride@ohsu.edu to join the mailing list. More information will be sent closer to the event.

LGBT Cultural Competency Webinars

For the past three years, OHSU was recognized as a "Leader in Lesbian, Gay, Bisexual, and Transgender (LGBT) Healthcare Equality" by the Human Rights Campaign. The Healthcare Equality Index rates health care facilities on their policies related to LGBT healthcare equality. CDI, in partnership with the Human Rights Campaign, is offering live webinar trainings on providing culturally competent care for LGBT patients. The webinars will be scheduled in June: dates and times yet to be determined. If you are interested in attending the training, contact cdi@ohsu.edu.

2014 AAMC Health Equity Snapshot

As part of their commitment to improving the health of patients and populations, academic medical centers conduct health equity research to identify solutions to systematic and avoidable inequities in health and health care. The Association of American Medical Colleges (AAMC) is highlighting seven new research projects underway at member institutions. The videos from researchers represent the rich variety of populations and health outcomes that health equity researchers investigate. [read more](#)

Urban Diabetes Care and Outcomes: Aggregate Results from Urban Indian Health Organizations

(Urban Indian Health Institute) This report summarizes trends in diabetes services and clinical outcomes among American Indian/Alaska Native patients with diabetes at UIHOs participating in the Diabetes Audit from 2009 through 2013. [read more](#)

E-Learning Program for Oral Health Professionals on Cultural and Linguistic Competency

The Office of Minority Health announced the release of the Cultural Competency Program for Oral Health Professionals, an e-learning program designed to better equip oral health professionals with the knowledge and skills to better serve diverse patient populations. [read more](#)

How "Basic Health" Could Strengthen Oregon's Health Reform Efforts

(Oregon Center for Public Policy) Oregon's efforts to extend health coverage to all, particularly to low-income Oregonians, could gain from the establishment of a Basic Health Program. [read more](#)

Community Group Hits Streets and Spanish Airwaves to Boost Cover

(Lund Report) Cover Oregon is reaching out to the Hispanic, Russian and Pacific Islander communities in the Salem area. Outreach employees are bilingual; most speak Spanish and English, while one speaks Russian and English, specializing in the substantial ethnic Russian population north of Salem near Gervais and Woodburn. [read more](#)

Diversity Digest is distributed every month. [Email us](#) with story ideas and resource submissions, and invite your friends to [subscribe](#).

Center for Diversity & Inclusion

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