

June 2014

Congratulations, OHSU Graduates!



On June 2nd, Oregon Health & Science University conferred degrees to over 1,000 new graduates in the health professions. The School of Medicine recognized 502 new graduates, including 117 new Doctors of Medicine (MDs). The School of Dentistry recognized 88 new grads, including 72 recipients of the Doctor of Dental Medicine (DMD) degree. The School of Nursing conferred 491 degrees that were completed at five campuses across the state: Portland, Monmouth, Klamath Falls, La Grande, and Ashland. The joint OHSU/Oregon State University Doctor in Pharmacy program recognized 95 new graduates.

The Center for Diversity and Inclusion (CDI) hosted a special reception to graduating students and their families. "It's truly heartwarming to hear from the new graduates about their aspirations for the future, and their eagerness to continue to stay connected with CDI," says Leslie Garcia, MPA, CDI Director and OHSU's Assistant Chief Diversity Officer. "Many graduating students have been very involved in our work to integrate the values of diversity and inclusion into the curriculum and training opportunities. We will miss their enthusiasm, and vibrant contributions. We sincerely wish them all the best as they continue forward in their careers."

Focus on Faculty Recruitment and Retention



OHSU's Diversity Action Plan prioritizes diversity among residents, fellows, and faculty, and strengthening recruitment and retention is critical to achieving those goals. Promoting a supportive and collegial community requires further developing a climate of inclusion and respect. CDI's Adrienne Thompson, Ed.D., Manager of Faculty Recruitment and Retention, leads trainings, initiatives and activities that support recruitment and retention strategies. Recently, Adrienne launched the [Recruitment Manual](#), which offers best-practice approaches to increasing campus diversity. Adrienne also hosts trainings on a host of topics, such as becoming aware of unconscious bias, mentoring diverse faculty, and more. In addition, CDI recently hosted a faculty, fellow and resident social that drew about 30 people from various academic units. "I appreciate the support of faculty and residents who attended the networking event," says Adrienne. "This is the beginning of building collegiality among current diverse faculty across missions."

Trainings on LGBTQ Patient-Centered Care

CDI is offering live webinar trainings on LGBTQ patient care. Trainings are being offered on these dates:

- Friday, June 6: Transgender Patients: Organizational Best Practices
- Wednesday, June 11: Your LGBTQ Patients: An Introduction
- Thursday, June 12: LGBTQ Patient-Centered Care: An Executive Briefing

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. [Click here](#) to view the full list of trainings, including times and locations. You may sign up via TrainingForce or [RSVP by email](#).

June 10: Learn About Disability Etiquette

The Disability Employee Resource Group (DERG) will host a Disability Experience luncheon from 12-1pm on Tuesday, June 10, at the Marquam Room, next to the MacHall Café in MacKenzie Hall. Polish your "disability etiquette" via role plays and immersion opportunities that allow participants to better understand interacting in a manner that is respectful to people with disabilities. The DERG serves as a resource to bring individuals with disabilities together with their allies to increase awareness, provide peer support, and improve accessibility. Light lunch will be served at the event. Contact [Matthew Millard](#), co-chair, or [Lina Reiss](#), Chair, for more information or to RSVP. [Download the flier](#).



June 13: Latino Health Equity Conference

Did you know that one in six Americans identifies as Hispanic or Latino? By year 2050, 30% of the U.S. population will be Hispanic, yet, significant health disparities and lack of access to care continue to persist in the Latino community. CDI is a sponsor of the "[Latino Health Equity Conference](#)," a forum that focuses on individual and community pathways to health equity through research, programs and policies. The conference serves an important role in bridging the gap between health research/practice and Latinos to develop strategies for health equity. The conference will be held on Friday, June 13. [read more](#)

June 14-15: OHSU at Portland Pride Parade and Festival.

Join OHSU Pride at the annual Portland Pride Parade and Festival, June 14-15 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 staff, students and volunteers for the OHSU booth at the festival and to serve as parade monitors. Email pride@ohsu.edu for more information.

June 17: International Employee Resource Group

The International ERG (IERG) will meet from 2-3pm on Tuesday at the Marquam Room in Mackenzie Hall. IERG creates a welcoming social network for international employees, visitors and students that gives them an opportunity to connect with individuals that understand the complexities of an international experience. [Email Riikka Salonen](#) for more information.

June 20: An Evening with Wisdom of the Elders.

OHSU is a proud sponsor of the Wisdom of the Elders annual banquet, which includes a salmon dinner, cultural arts presentations, and silent auction, to be held from 5:30pm at The Melody Ballroom, 614 SE Alder Street on Friday, June 20. Wisdom of the Elders preserves traditional cultural values and oral histories for future generations. [read more](#)

July 31: Mentor Training Program.

Applications for the [Lead Mentor](#) training program are available now through July 31. Selected faculty will gain an enhanced set of mentoring skills and take their own mentoring to the next level. Participants will be able to increase mentoring capacity within their departments, and throughout OHSU.

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's talk on microaggressions will be held from 12-1pm on Thursday, June 12, at the OHSU Old Library Auditorium. Microaggressions are 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. While microaggressions are generally discussed from the perspective of race and racism, any marginalized group in our society may become targets: people of color, women, LGBT populations, people with disabilities, and others. The most detrimental forms of microaggressions are usually delivered by well-intentioned individuals who are unaware that they have engaged in harmful conduct toward a socially devalued group. Research indicates that microaggressions have a powerful impact upon the psychological well-being of marginalized groups, and creates inequities in health care, education, and employment. [Download the flier](#). If you're unable to hear the talk in person, the event will be streamed live via bit.ly/Derald-Wing-Sue (OHSU network login is required to access the link).



Resources

Disability Equality Index Survey to be Unveiled. The [American Association of People with Disabilities](#) (AAPD) and the US Business Leadership Network will announce the public release of the first Annual Disability Equality Index (DEI) on June 26, 2014. Created by leaders in the business and disability communities, the DEI is an online benchmarking tool that offers businesses the opportunity to receive an objective score, on a scale of zero to 100, on their disability inclusion policies and practices. [read more](#)

Equity-Focused Community Leadership Institute. Applications for the 2014-15 cohort of the Asian Pacific Islander (API) [Community Leadership Institute](#) are available through June 30. The program – free to participants – is geared toward emerging API professionals and leaders who are committed to racial justice. Within the context of culture, the leadership program empowers and makes visible communities of color, immigrants and refugees, increases civic engagement and networking in communities of color, and builds culturally-specific social capital. The program is a joint effort of the Immigrant & Refugee Community Organization and the Asian Pacific American Network of Oregon.

Debunking the Myths: Transgender Health and Well-Being (*Human Rights Campaign*) The Human Rights Campaign (HRC) produced a [four-part video series](#) that highlights transgender people, medical professionals and other experts to dispel some common and harmful misconceptions surrounding the lived experiences of transgender and gender nonconforming people.

Cervical Cancer Rates Higher for Black, Older Women [A new study](#) finds that cervical cancer rates in the United States are much higher than previously reported, especially among women in their 60s and black women. Black women had higher cervical cancer rates at nearly all ages than white women, and this difference was greatest among older women.

What Happens When the Doctor Says 'Hospice' and You Understand 'Poorhouse'? (*New America Media*) For anyone who is eligible for Medicare or Medicaid, hospice care is free. But Hispanics nationwide are making use of hospice services at lower rates. Researchers have found linguistic and cultural barriers are part of the reason. [read more](#)

Diversity Digest is distributed every month. [Email us](#) with story ideas.

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June 28-29: Good in the Neighborhood

OHSU's African American Employee Resource Group (ERG) and the Center for Diversity & Inclusion are joining other OHSU units in hosting a booth at the annual Good in the Neighborhood Multicultural Festival, which will be held June 28 and 29 at Lillis Albina Park in North Portland. The festival celebrates diverse communities in North and Northeast Portland. The weekend-long celebration features local entertainers, musicians, cultural food vendors, an "Information Village," a family-friendly arts and crafts area, and an ethnic marketplace. At OHSU's Info Village booth, OHSU staff will highlight health education and careers at OHSU. If you'd like to volunteer for a tabling shift, email African-American ERG leaders [Ramay Lewis-Dansby](#) and [Bobbie Jenkins](#).

Communication, Compassion Key to Building Trust



A panel discussion on providing patient-centered care for people from diverse cultural and linguistic backgrounds drew about 70 students, staff and faculty from various OHSU programs. CDI and the Asian Pacific Islander ERG hosted a panel discussion among OHSU physicians and faculty members in commemoration of Asian Pacific American Heritage Month. The conversation focused on how providers can effectively work with their patients to ensure the best health outcomes. Panelists discussed the importance of taking culture into consideration, but warned against stereotype bias. Active and mindful listening is key to developing genuine rapport and building trust. The panel included physician faculty from the schools of Nursing and Medicine, namely: Anna Marie Chang, M.D., M.S.C.E., Assistant Professor, Department of Emergency Medicine; 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; Frances Lee-Lin, Ph.D., R.N., O.C.N., C.N.S., Associate Professor, OHSU School of Nursing; Amy Mee-Ran Kobus, Ph.D., M.C.R., Assistant Professor, Department of Psychiatry; and Connie Kim Yen Nguyen-Truong, Ph.D., R.N., PCCN, Clinical Assistant Professor, OHSU School of Nursing, who served as panel moderator. [Watch the conversation](#).



Strategic Diversity Leadership Critical to Excellence, Innovation

Damon Williams, Ph.D., one of the leading authorities on educational achievement, inclusive excellence, and chief diversity officers addressed an OHSU audience –also made available on live stream – on Friday, May 23 at the OHSU School of Nursing Auditorium. CDI hosted Dr. Williams as part of its Cultural Competency Lecture Series. Grounded in research and practice, his presentation discussed the 21st century diversity and inclusion paradigm and its relevance in an academic health center context. In his talk, Dr. Williams addressed the importance of a holistic diversity and inclusion strategy that expands the pipeline of diverse talent into the health professions, engages research in the areas of ethnic and racial health disparities, and creates culturally competent and community-centered researchers, clinicians and public health leaders. Pictured are: Susan Bakewell-Sachs, Ph.D., R.N., P.N.P.- B.C., F.A.A.N., Dean of the OHSU School of Nursing and Vice President for Nursing Affairs; Dr. Williams; Leslie Garcia, M.P.A., Assistant Chief Diversity Officer and CDI Director; and Michael Tom, J.D., Director, Office of Affirmative Action & Equal Opportunity. [View the recording](#) of Dr. Williams' talk.

