

May 2014

May 23: Strategic Diversity Leadership

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. Grounded in research and practice, this presentation will discuss the 21st century diversity and inclusion paradigm and its relevance in an academic health center context. In his talk, Dr. Williams will address 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. 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. [Download the flier](#) or mail cdi@ohsu.edu for more information about the event. [View the live stream](#) (available 12pm on May 23)



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, 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.

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. [Email Riikka Salonen](#), IERG chair, to RSVP.

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 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. Keynote speakers include David G. Lewis, Ph.D., Department Manager of Cultural Resources for the Confederated Tribes of the Grand Ronde; and James Mason, Ph.D., Senior Project Consultant for Georgetown University's National Center on Cultural Competence. Wisdom of the Elders preserves traditional cultural values and oral history from indigenous elders in order to regenerate the culture among today's and future generations [read more](#)

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 panel includes (pictured top, from left):

- 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
- Connie Kim Yen Nguyen-Truong, Ph.D., R.N., PCCN, Clinical Assistant Professor, OHSU School of Nursing (panel moderator)

Panelists will discuss their personal and clinical experiences in providing culturally competent care for Asian Pacific Islander and other diverse patients. The discussion will address 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. [Download the flier](#) or contact cdi@ohsu.edu for more information.

June 10: Disability Experience Luncheon

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. Light lunch will be served. The DERG will provide interactive simulations that allow the OHSU community to experience what it's 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.

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](#) or email [Michelle Singer](mailto:Michelle.Singer@ohsu.edu) for more information.

June Trainings Focus on LGBT Patient-Centered Care

To continue the important work of enhancing service and patient care to the LGBT community, the Center for Diversity and Inclusion (CDI) is offering live webinar trainings on LGBT patient care. Three separate trainings are being offered on the following dates:

- Your LGBT Patients: An Introduction – Wednesday, June 4 and June 11
- LGBT Patient-Centered Care: An Executive Briefing – Thursday, June 5 and June 12
- Transgender Patients: Organizational Best Practices – Friday, June 6

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. [Click here](#) to view the full list of trainings, including times and locations. To RSVP, email [Michelle Singer](#).

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. Keynote speaker is Dr. Amelie G. Ramirez, Director of the Institute for Health Promotion Research at The University of Texas Health Science Center at San Antonio. 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 from 7:30am-5pm on Friday, June 13. [read more](#)

Hope and Heroism at the Heart and Stroke Walk

OHSU’s contingent to the American Heart Association “Heart and Stroke Walk” included a wide array of teams from various departments and units across the institution. CDI’s “Heart Throbs” team included students, staff and faculty representing employee resource groups, student interest groups, diversity scholars, and more. The team walked with more than 8,000 people who joined the three-mile roundtrip route from Eastbank Esplanade to Waterfront Park in an effort to raise awareness about cardiovascular disease.

During the walk, OHSU physician [Joaquin E. Cigarroa](#), M.D., a cardiologist at OHSU’s Knight Cardiovascular Institute, [helped a man](#) who had a heart attack along the walk route. He was only a few steps behind the walker who collapsed near SE Washington Avenue; Dr. Cigarroa performed CPR immediately. “He was fortunate that it happened in front of witnesses and people who recognized the symptoms,” Cigarroa told *The Oregonian*. This is the second time in a year that Dr. Cigarroa made headlines for saving a life in the most serendipitous of situations. Dr. Cigarroa was on an American Airlines flight en route to a conference when he [saved the life](#) of fellow passenger Prem Raghu, who suffered cardiac arrest. Raghu and Cigarroa (right) reunited at the Golden Rose Award ceremony held at OHSU last summer.



OHSU Names Diversity Manager, Student Recruitment & Retention



CDI is pleased to welcome [David Martinez](#) as the new Manager of Student Recruitment & Retention. In this role, he will be responsible for supporting the recruitment and retention of diverse students in collaboration with the Schools of Medicine, Nursing, and Dentistry. David will develop enrollment management strategies and recruitment campaigns, as well as manage student enrichment programs. Prior to OHSU, David served as the Secondary Transitions & Student Engagement Director at the Oregon Education Investment Board, reporting to the State of Oregon’s Chief Education Officer. He has more than 20 years of experience in student recruitment, retention, student development, community outreach and diversity at both private and public colleges and universities in Oregon. David has also served on various boards including the Cesar E. Chavez High School Leadership Conference, Cascade Aids Project, and Outside In.

OHSU Hosts Cultural Competency Community Forum



The Asian Pacific American Network of Oregon’s (APANO) State of Cultural Competency Community Forum brought together 100 Asian and Pacific Islander (API) community members, leaders, health professionals, students and decision-makers centered on health equity policy and community organizing. OHSU is honored to serve as the venue host for the sixth annual conference, held on May 17. For diverse Asian and Pacific Islander communities, culturally and linguistically appropriate care is critical to the well-being of families and communities. APANO focuses its advocacy and policy work on upstream social determinants of health issues including education, jobs and racial equity. [Learn more about APANO](#).

Resources

Disability Style Guide Offers Suggestions on Appropriate Language The [National Center on Disability and Journalism](#) offers a [useful resource](#) that provides guidance about language and terms related to people with disabilities.

Start Early to Turn Medical Students into Latino Health Advocates (*Wing of Zock*) Minority populations historically have faced significant obstacles in accessing health care. Over the past six years, health care reform has dominated the attention of American politicians, yet Latino communities continue to struggle to receive the resources necessary to address their medical needs. The U.S. Latino population is disproportionately affected by obesity, HIV/AIDS, preventable hospitalization, and teen pregnancy. To ensure that the interest of Latino and other marginalized populations are met within current health care reform, underserved populations require leaders whose expertise extends beyond clinical acumen. [read more](#)

Embracing Difference (*OHSU StudentSpeak*) [Guest column](#) focusing on the importance of being mindful of cultural constructs when working with patients. The insightful article is written by Pooja Saini, a student in the Accelerated Bachelor’s to Master’s program in the School of Nursing .

Student Pipeline Program Seeks Coordinator The [Office of Science and Education Opportunities](#) seeks an administrative coordinator to implement all administrative processes for science education outreach programs and partnerships including SOAR, Discover Careers!, the OHSU Teacher Advisory Committee and statewide STEM Hub initiatives. The position will plan and coordinate meetings, seminars and conferences for On Track OHSU! To learn more about the opportunity, go to [www.ohsujobs.com](#), and click “Search for Jobs.” On the resulting page, enter “IRC43220” in the search field. Apply through OHSU’s iRecruitment system; no phone calls please. OHSU is proud to be an affirmative action equal opportunity institution.

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

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