



DIVERSITY & INCLUSION
Knowledge • Mindfulness • Behavior

DEI Newsletter

Volume 7 — February 2022

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Events & Updates



- Unable to attend Xan Nowakowski, PhD, MPH's lecture on the topic of inequities in health care delivery, with a focus on clinical trial participation barriers for people in the LGBTQIA+ population in January? The recording for their talk is available here: [Beyond Inclusion Criteria: Engaging LGBTQIA+ People with Cystic Fibrosis in Clinical Trials](#)

- The lecture series will continue through 2022 with new speakers and new topics. If you have ideas or suggestions, please feel free to pass them along to Dr. Taylor-Cousar and Dr. Horn through the Diversity and Inclusion email: DiversityandInclusion@NJHealth.org

- Reminder: Recordings of all previous DEI lectures can be found here: <https://www.nationaljewish.org/diversity-equity-and-inclusion/news-resources/recorded-presentations>

- On Tuesday, Jan. 11 we celebrated the employees of National Jewish Health that were nominated for recognition for how they exemplify inclusivity. Here are the nominees and winners of the 2021 Annual Inclusive Employee of the Year.

Taysha Byrd
LaShana Dixon
Matthew Eggleston
Roxane Horberg
Valerie Keever

Alyse Mann
Madison Mares
Michelle Minatta
Jane Monroe
Amen Sergew

Weston Shimamoto
Hannah Smith
Cristine Solomon
Julie Somerville
Soombal Zahid



A big congratulation to our two winners, Soombal Zahid & Roxane Horberg! Here is the link to watch a recording of the ceremony: [2021 DEI Person of the Year Ceremony](#)

- Congratulations to those National Jewish Health employees who were chosen to attend the UW-Madison Bias Reduction in Internal Medicine (BRIM) virtual workshop in January. Some thoughts from attendees:

“Attending the BRIM workshop made me aware of how deep the impact of bias in medicine truly goes...examples from the literature include grant reviews, selection of faculty candidates, tenure and promotion opportunities, evaluation of trainees and how that impacts their future endeavors. The repercussions of bias can alter career trajectories and being aware of the biases is not enough, we have to know how to tackle them.”

“I found the discussion of implicit bias being a ‘habit of the mind’ an interesting way to frame the concept. The observation that it takes deliberate practice to break the implicit bias habit was a unique way to conceptualize the issue.”

“Most of the time, [these issues are] in the background for me unless something specific occurs that brings them to the top of the heap of things to think about. I think taking time to consider how to improve the work environment in terms of inclusivity is very important in medicine and at NJH in particular.”

“My team and I are going to start looking at the words and phrases we...use when describing faculty work within...proposals, reports, emails, etc. Does it differ by gender, ethnicity or in any other way? Long-term goal would be to gather a larger group in the department to investigate if there are disparities in funding ... and why that might be – does it have to do with what we present or who [is approached]?”

“Learning the different methods to interrupt the subtle biases was extremely helpful. I feel more confident to speak out in a more public setting against coworkers who make inappropriate remarks rather than just waiting for the moment to pass and discussing it privately (when the damage has already been done).”

“The strategies they shared near the end of the presentation continue to help me think about daily application: recognizing, labeling, and challenging stereotypes, keeping the growth mindset, individualizing and perceived variability, practicing perspective-taking, and acting to combat microaggressions (and how this may look different, depending on the situation). Keeping the growth mindset really set in, BRIM helped me create a foundation and I’m looking forward to continue my independent learning.”

- In honor of Black History Month, we distributed opportunities to participate in two virtual book clubs in February:
 - [Caste: The Origins of our Discontent](#) by Isabel Wilkerson
 - [The Immortal Life of Henrietta Lacks](#) by Rebecca Skloot

Registrations are now full, but we encourage you to read the award-winning books. [Check out other opportunities to hear Isabel Wilkerson speak.](#)

Monthly Holidays & Recognitions

January & February 2022

January has several month long recognitions, and right now, National Blood Donor Month may be the most important. The country is facing critical shortages of blood products. The next drive located at National Jewish

will not be until September, so if you are eligible to donate, consider making an appointment through [Vitalant](#) or searching for a local blood drive near you.

Recently Recognized DEI Dates:

- January 1 – Anniversary of the [Emancipation Proclamation](#) (1863)
- January 4 – World Braille Day
- January 7 – Christian Orthodox Christmas
- January 9 – Law Enforcement Appreciation Day
- January 11 – National Human Trafficking Awareness Day
- January 12 – National Pharmacist Day
- January 13 – Korean American Day
- January 15 – Martin Luther King, Jr.'s birthday (observed 1/17/2022)
- January 27 – International Holocaust Remembrance Day
- February 1 – Chinese New Year – Year of the Tiger
- February 3 – National Women Physicians Day
- February 4 – Rosa Parks Day
- February 4 – National Wear Red Day – Raise awareness around heart disease

February is Black History Month. This recognition originally started in 1926 by Carter G. Woodson, recognized as the Father of Black History. February was chosen to recognize the birthdays of Abraham Lincoln and Frederick Douglass. President Gerald Ford elevated the month of awareness in 1976 and Congress created National Black History Month in 1986. This is a month to focus on the major yet underrepresented history of the achievements of Black individuals in American and international history. This year's focus is on [Black Health and Wellness](#). Take this opportunity to read more about some amazing individuals throughout history such as Mary Eliza Mahoney (first Black professional nurse in the US), Dr. Daniel Hale Williams (founder of the first Black-owned hospital in the US and surgeon for the world's first successful heart surgery in 1893), Dr. James McCune Smith (first Black physician to earn a medical degree in the US), Dr. Rebecca Lee Crumpler (first Black female physician to earn a medical degree in the US) and many others.

[Leading change in healthcare inequities: Illuminating issues & strategies to empower you, your family & community, Panel Discussion & On Demand Documentary, Feb 10, 2022](#)

Research emerging from the pandemic has underscored healthcare inequities among racial and ethnic minorities. These populations are less likely to receive routine medical care and face higher rates of morbidity and mortality. Award-winning health leader Dr. Michele Wright moderated this session featuring former Surgeon General Dr. Joycelyn Elders, (first Black person and second woman to serve as Surgeon General), Linda Goler Blount, and Dr. Jennifer Taylor-Cousar. They discussed what is known about health care inequities and what is needed to create change. The recording of this presentation will be made available here: https://www.youtube.com/channel/UC_JpmNscVL1FhfRTqyXOTtw/videos

Upcoming DEI Dates:

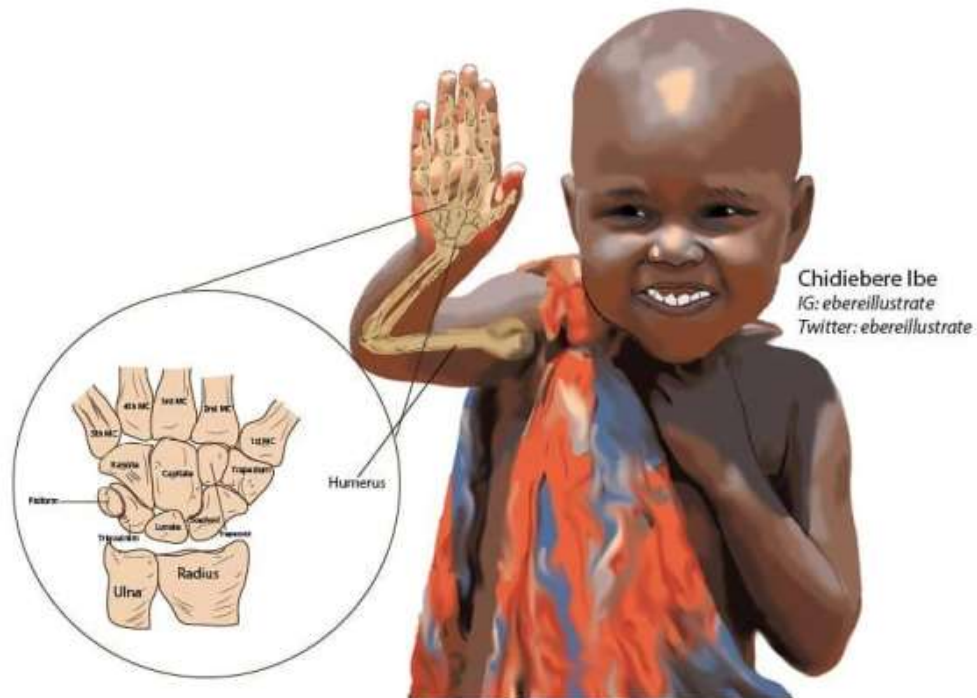
- February 17 – Random Acts of Kindness Day
- February 21 – President's Day
- February 21 – International Mother Language Day
- March 1 – Start of Women's History Month
- March 1 – Self-Injury Awareness Day
- March 2 – Ash Wednesday
- March 3 – World Hearing Day
- March 4 – Employee Appreciation Day

- March 8 – International Women’s Day

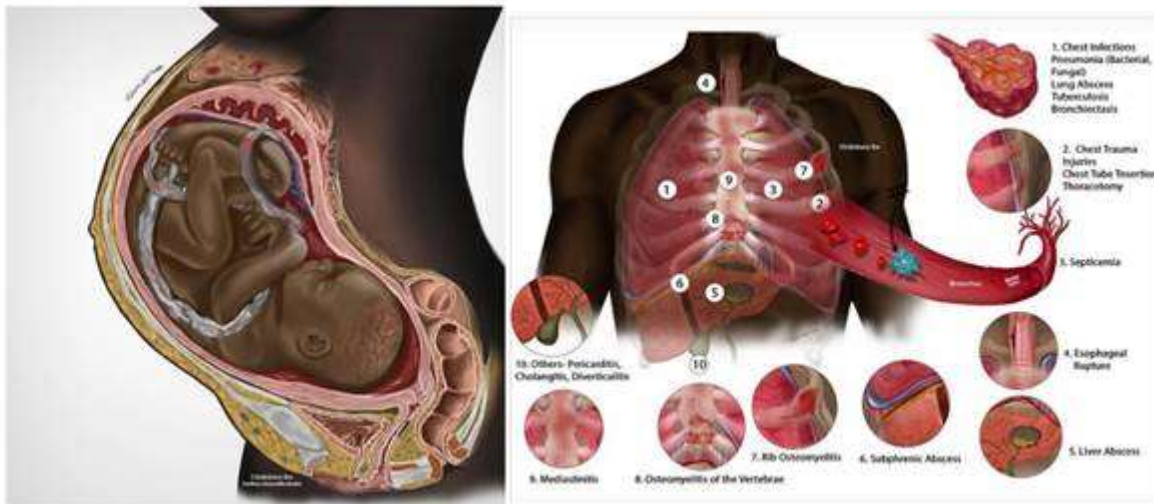
February Spotlight: Improving Representation

[Meet the student bringing Black illustrations to the medical field](#)

Medical student, Chidiebere Ibe said he hopes his creations will help change the field of medical illustration, which is predominately white and male. “Have you ever seen a medical illustration featuring a Black body? Social media users admitted they hadn’t when an [image of a Black fetus](#) in a Black woman’s womb went viral this month.” Char Adams - NBC News, Dec. 10, 2021



— Just 4.5 percent of images in general medicine textbooks show dark skin, according to researchers at the University of Pennsylvania. Chidiebere Ibe



To see more of Chidiebere Ibe's illustrations, you can follow him on Instagram:

<https://www.instagram.com/ebereillustrate>

Educational Resources

[Reconsidering the Utility of Race-Specific Lung Function Prediction Equations](#)

Baugh AD, Shiboski S, Bowler R, et al. AJRCCM. Dec. 2021

Researchers assessed whether race-specific approaches for estimating lung function contribute to racial inequities by failing to recognize pathological decrements and considering them normal. They conclude race-specific equations may under-estimate COPD severity in African Americans.

[Race/Ethnicity, Spirometry Reference Equations and Prediction of Incident Clinical Events: The Multi-Ethnic Study of Atherosclerosis \(MESA\) Lung Study](#)

Elmaleh-Sachs A, Balte P, Oelsner EC, et al. AJRCCM. Dec. 2021

Researchers looked at whether race/ethnic-based spirometry reference equations improve the prediction of incident chronic lower respiratory disease (CLRD) events and mortality compared to race/ethnic-neutral equations. Their study concluded there was no evidence that race/ethnic-based spirometry reference equations improved the prediction of clinical events compared to race/ethnic-neutral equations.

To read further discussion of this study:

[The Vanishing Rationale for the Race Adjustment in Pulmonary Function Test Interpretation](#)

Schluger NW. AJRCCM. Prepub Jan. 2022

Podcast Corner:

[Talking While Black](#), **This American Life, Jan. 7, 2022**

Think back to two summers ago, the summer of 2020, when a series of violent, highly-publicized killings of Black Americans sparked outrage and a national movement to eradicate racism and its evils. That movement gave way to a newer, reactionary one, a backlash that is playing out in schools and school board meetings across America. Host Emanuele Berry shares stories about Black people who got tangled up in this current backlash in both extreme and very personal ways.

Free Virtual Event:

[LGBTQ+ Health Equity Summit on April 7 & 8, 2022](#), hosted by the Medical University of South Carolina, **Apr 7 – 8, 2022** The Summit will be virtual and FREE to attend, and will feature some of the country's leading experts on health equity for the lesbian, gay, bisexual, transgender, queer, intersex and asexual (LGBTQ+) community. It's **open to healthcare providers of all disciplines, researchers, academics, advocates, and anyone who wishes to expand their understanding** of the unique experiences of LGBTQ+ individuals and discuss issues affecting the health of this community. Even though the event is free, [you must register to attend](#).

Good Eats:

[Where to Find Lucky Lunar New Year Eats in the Denver Metro Area](#)

Celebrate the Year of the Tiger—and eat your weight in good fortune—by ordering special dishes from these restaurants and shops.

The library team has built a wonderful collection of D&I books that are available for staff and faculty to check out for personal use at the Tucker Medical Library (catalogue: <http://bit.ly/njdiversity>).

30-Day Challenge

One of the most powerful ways to combat bias is to educate yourself. The University of Colorado School of Medicine has a great [30-day Anti-Racism Challenge](#) with included links for each day's topic.

Not able to do the full 30-Day Challenge right now?

Here are two recommendations for February:



- 1) Watch a Movie by a Black Filmmaker
<https://editorial.rottentomatoes.com/guide/best-black-movies-21st-century/>
- 2) Watch "The Harlem of the West: Learn About 5 Points in Denver"
<https://www.youtube.com/watch?v=72aceO2hs1c>

Getting Involved

- If you have a passion around DEI work, we are always interested in fresh ideas. Email [Dr. Taylor-Cousar](#) or [Dr. Carrie Horn](#).
- To get involved in the production of this newsletter or share ideas/suggestions for future newsletters, please contact [Dr. Devon Smith](#).

