



Volume 2 — June 2021

A Note on the Palestinian/Israeli Conflict

From your editors: Dr. Devon Smith, Dr. Carrie Horn, Dr. Jennifer Taylor-Cousar

The fighting that erupted between Hamas and Israel in May 2021 was a tragedy for many reasons. Beyond the overt and overwhelming tragedy of death and displacement, an additional unfortunate outcome from this crisis was that many discussions about the Palestinian/Israeli conflict led to judgments and labels. We saw manifestations of thinly veiled and also overt antisemitism, as well as blanket labeling of Palestinians as “terrorists.” This type of stereotyping and judgement is especially painful for those of us who are of Jewish or Palestinian descent.

We need to remember that people can object to the policies of the leaders of both Gaza and Israel without being anti-Palestinian and anti-Israeli (or anti-Israel). Sadly, too many Americans (and citizens globally) have directed their anger towards the people of Israel or towards Palestinians, in general. One can be both pro-Israel and pro-Palestinian and simultaneously object to the strategies employed by governing authorities of both populations.

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Events & Updates

Through a generous donation to the National Jewish Health DEI council from **Elizabeth A. Harris and Deborah Jensen** we will host two events in June.

- In honor of Juneteenth, we will host a viewing of the movie “Black Men in White Coats” ([watch the trailer](#)) from **June 17-June 22**. Individuals who sign-up for viewing of the movie will receive a token to watch the film at their convenience over the course of the designated five days. Following the opportunity to view the movie, on the evening of **June 23 from 5:30-7 p.m.**, we will host a panel discussion moderated by Dr. Taylor-Cousar with panelists Dr. James Carter, Dr. Daniel Colon Hidalgo, Dr. Nabeeh Hasan, Dr. Gabe Lockhart, and Dr. PJ Rochon.
- In honor of Pride, we will host a presentation on gender affirming care by Andrew Miller, MA, LPCC on **Friday, June 25 at 12 p.m.**



June Holidays & Recognitions

June is Lesbian, Gay, Bisexual, and Transgender (LGBT) Pride Month



- June 5 – HIV Long Term Survivors Awareness Day
- June 12 – Pulse Night of Remembrance, honoring the 49 people who lost their lives at Pulse, a gay nightclub in Orlando, Florida
- June 28 – Anniversary of the Stonewall Riots (see the “Spotlight” article in this issue to learn more)

Additional June DEI Dates

June 1, Tulsa Race Massacre Day of Remembrance

This year marks the 100th anniversary of the violent attacks (also known as the Black Wall Street massacre and the Tulsa race riot) that occurred on May 31 and June 1, 1921 in the Greenwood district of Tulsa, Oklahoma. Mobs of white residents, many of whom were provided weapons by city officials, attacked Black residents and burned their businesses, becoming one of the single worst incidents of racial violence in American history. More than 35 blocks of the wealthiest Black community at the time were destroyed, more than 800 people were hospitalized, and up to 6,000 Black residents were interned in large facilities for days. While the exact death count is unknown, an estimated 300 people were



killed. Approximately 10,000 Black people were left homeless, with millions of dollars of property damage. Many survivors and witnesses stayed quiet for decades and the massacre has been largely omitted from local, state, and national histories until recently. (A state commission was formed to investigate the massacre and provide recommended actions from 1996-2001 and the massacre officially became part of the Oklahoma school curriculum in 2020.) Learn more about the [events and view images here](#). Three remaining survivors, all over 100 years of age, spoke about their experiences at a dedication ceremony, [click to watch](#). The [Greenwood Rising museum](#), dedicated to sharing the history of the district and massacre, is slated to open in Tulsa later in July 2021.

Image captured from a [video about the Tulsa Race Massacre](#)

June 19, Juneteenth

This day honors the end of slavery in the United States. On this day in 1865, two-and-a-half years after the signing of the Emancipation Proclamation, federal troops arrived in Texas to ensure that all enslaved people be freed. [Watch this short video to learn more](#).

[Find more monthly DEI holidays here](#).

June Spotlight: Pride Month

By Francesca Andriolo & Devon Smith

What is Pride Month?

Pride is a month-long recognition of the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community that occurs annually in June. However, some areas of the United States host Pride events at different times of the year, especially in parts of the country where June is particularly hot. Furthermore, identity groups within the LGBTQ community, such as people of color, women, and youth, sometimes celebrate pride a different month or on specific days within the June Pride Month.



In general, Pride involves a range of events for community members and allies, from marches for rights to gatherings to celebrate in an affirming atmosphere. Some cities have events that stretch over an entire week or weekend, while others host events on the last Sunday in June to commemorate the anniversary of Stonewall. In fact, June came to be recognized as Pride Month in the first place to memorialize the individuals impacted by the 1969 Stonewall riots (also known as the Stonewall uprising or Stonewall rebellion).

Stonewall Riots

On June 28, 1969, the police raided the Stonewall Inn, a gay bar in New York City. These raids were commonplace at the time, during which the police would “verify” the gender of individuals through identification checks or even physical frisk searches and arrest those deemed to be dressing or acting in gender

nonconforming ways. During the process of this type of raid at Stonewall, which began with undercover police officers monitoring the bar, some patrons facing arrest began to resist by refusing to produce identification. Police had begun inappropriately touching women during physical searches, as well as forcefully pushing and kicking individuals out of the bar. An altercation ensued outside of the establishment when a detainee called out to the growing crowd for assistance. The situation escalated as onlookers began shouting and throwing objects at the police. A tactical unit was called in to clear the street. A series of demonstrations followed, which became known as the Stonewall Riots, lasting several nights and leading to the start of the “gay liberation movement.” The following year, residents marked the anniversary with what would be the first gay pride marches in the country. By 1972, the marches spread to Atlanta, Buffalo, Miami, and San Francisco. Today, Pride is celebrated worldwide and, in 2019, NYPD formally apologized for their actions in the Stonewall Riots.

Fun Fact!

Denver’s 2019 Pride (also the 50th anniversary of Stonewall) had over half a million people in attendance!

Some great strides in the pursuit of LGBTQ equal rights have been made in recent years.

- On June 26, 2015, same-sex marriage was officially legalized in all 50 states.
- In 2020, LGBTQ people gained employment discrimination protections from the United States Supreme Court.
- In 2021, President Biden signed an executive order extending the discrimination protection from employment to housing, healthcare, and education.

However, protections for the LGBTQ community are not a guarantee and advocacy remains crucial.

- The Gay/Trans Panic Defense is a legal strategy that argues that an individual was assaulted or murdered because their very existence was threatening to the aggressor, placing the blame on the victim. While 12 states have specifically banned this defense (most recently, Virginia banned the defense in 2021), it remains legal in over 30 states.
- LGBTQ children are overrepresented in the foster care system and make up 40% of the under 18 homeless population. LGBTQ youth are two to three times more likely to attempt suicide than their peers.
- Anti-transgender laws are on the rise. In 2021, five states have passed laws or implemented executive orders that limit the rights of transgender individuals to participate in sports and receive certain medical care. The Human Rights Campaign has identified that 2021 has officially become the “worst year in recent history for LGBTQ state legislative attacks.” (<https://www.hrc.org/press-releases/2021-officially-becomes-worst-year-in-recent-history-for-lgbtq-state-legislative-attacks-as-unprecedented-number-of-states-enact-record-shattering-number-of-anti-lgbtq-measures-into-law>)
- Hate crimes and violence toward LGBTQ individuals remain high. LGBTQ people are nearly four times more likely to experience violence than non-LGBTQ people. (<https://williamsinstitute.law.ucla.edu/press/ncvs-lgbt-violence-press-release/>).
- Transgender people, and particularly transgender women of color, are disproportionately affected by violence. In 2020, the Human Rights Campaign tracked a record number of violent fatal incidents against transgender and gender non-conforming people, the majority of which involved transgender women of color.

<https://www.hrc.org/resources/fatal-violence-against-the-transgender-and-gender-non-conforming-community-in-2021>).

You can recognize, celebrate, and support equal rights for the LGBTQ community by participating in Pride events this month. Locally, cities and towns across the Front Range host a number of events.

Visit denverpride.org for more information about Denver Pride (June 26-27, 2021).

Learn more about some of the flags associated with the LGBTQ community and Pride.



Created in 1977/1978 by Gilbert Baker (commissioned by Harvey Milk), the original Gay Pride Flag included eight colors. However, due to difficulty getting fabric, the pink and turquoise colors were eliminated. In 1994, the modern Gay Flag (see left) was adopted when Baker created a mile-long version to commemorate the 25th anniversary of Stonewall.

The Philadelphia People of Color Inclusive Flag was created in 2017 after gay bars had faced multiple accusations of racism. The black and brown stripes were added to highlight racial diversity within the LGBTQ community, as well as to symbolize those lost to HIV/AIDS.



This flag was created in 2018 by Daniel Quasar, who built upon the Philadelphia People of Color Inclusive Flag rendition to ensure recognition of transgender and gender non-binary individuals within the LGBTQ community. The white, pink, and blue additions are the colors traditionally seen on the transgender flag.

Educational Resources

DEI Research Updates (submitted by Liz Kellermeyer and Dr. Taylor-Cousar)

[How information about race-based health disparities affects policy preferences: Evidence from a survey experiment about the COVID-19 pandemic in the United States](#)
[Harell A, Lieberman E. Social Science & Medicine. May 2021](#)

The Covid-19 pandemic has had unequal effects on the U.S. population, with communities of color often hit the hardest. A new study identifies a related challenge: Different social groups have different reactions to the fact that Covid-19 has generated those health inequities. Researchers conducted an experimental study to estimate the effects of delivering information about racial disparities in COVID-19-related death rates. The study used “feeling thermometers,” on a scale from 0 to 100, to let participants rate their attitudes toward other racial

groups. After learning more about health disparities, whites with “warmer” feelings toward Blacks favored a more vigorous public health response, while those with a “cooler” view of Blacks subsequently viewed Covid-19 as a less urgent problem and became less inclined to support strong public health measures. The findings highlight that well-intentioned public health campaigns spotlighting disparities might have adverse side effects and those should be considered as part of a broader strategy.

New England Journal of Medicine: Perspective, May 22

[Dilemmas of Double Consciousness — On Being Black in Medicine](#)

By Ayana L. Langston, M.D.

“The one thing I know for certain is that being Black in America is what I was born, but being Black in medicine is what I have chosen. I have dedicated years to learning to see the world from a clinician’s point of view because of my Blackness, not despite it. Maybe that perspective, my perspective, will reveal something that has yet to be seen.”

JAMA: Medical News & Perspectives, May 26

[Tackling the Misconception That Cystic Fibrosis Is A “White People’s Disease”](#)

By Rita Rubin, MA (featuring commentary from Dr. Taylor-Cousar)

“Not only are underrepresented minority patients with CF less likely to be properly diagnosed than White patients, but their symptoms are more likely to be attributed to their behavior, McColley said. For example, she said, clinicians might blame chronic pancreatitis, a common CF symptom, on alcohol use disorder in racial or ethnic minority patients. And, McColley said, if a child is malnourished and fails to thrive, physicians might suspect abuse and contact social services instead of considering that the findings could be CF-related gastrointestinal problems... “Cystic fibrosis can occur in somebody of any race, and by not diagnosing people when you should, you’re making their prognosis much poorer than it needs to be, and you may be excluding them from getting drugs that could completely change their lives,” Taylor-Cousar said.”

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 short recommendations for June:

- [Support a local Black-owned business.](#)
- [Watch this 20-minute video on white privilege.](#)

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](#).

