



DIVERSITY & INCLUSION

Knowledge • Mindfulness • Behavior

DEI Newsletter

Volume 1 – May 2021



Welcome to the DEI Newsletter!

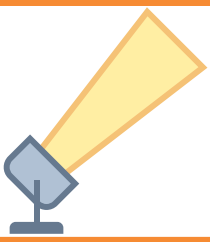
Welcome to the first installment of the Diversity, Equity, and Inclusion (DEI) Newsletter. As an institution, National Jewish Health recognizes the importance of supporting a diverse workforce. While we continue the search to hire an Associate Vice President of Diversity and Inclusion (more on this in "Events and Updates"), Dr. Jennifer Taylor-Cousar and Dr. Carrie Horn will continue to advance the original Diversity & Inclusion (D&I) council's work to increase visibility of diversity, equity, and inclusion. This regular newsletter will serve as an avenue to continue DEI initiatives at National Jewish Health.

Please keep an eye out for future DEI newsletters, which will include, among other topics, information on upcoming events and ways to participate in DEI related activities. We plan to also offer exciting new content and updates from various contributors at National Jewish Health. If you're interested in getting involved in the production of this newsletter, please reach out to Dr. Devon Smith (smithed@njhealth.org).

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Created by Dr. Devon Smith, Dr. Carrie Horn, & Dr. Jennifer Taylor-Cousar



May Spotlight: DEI 101

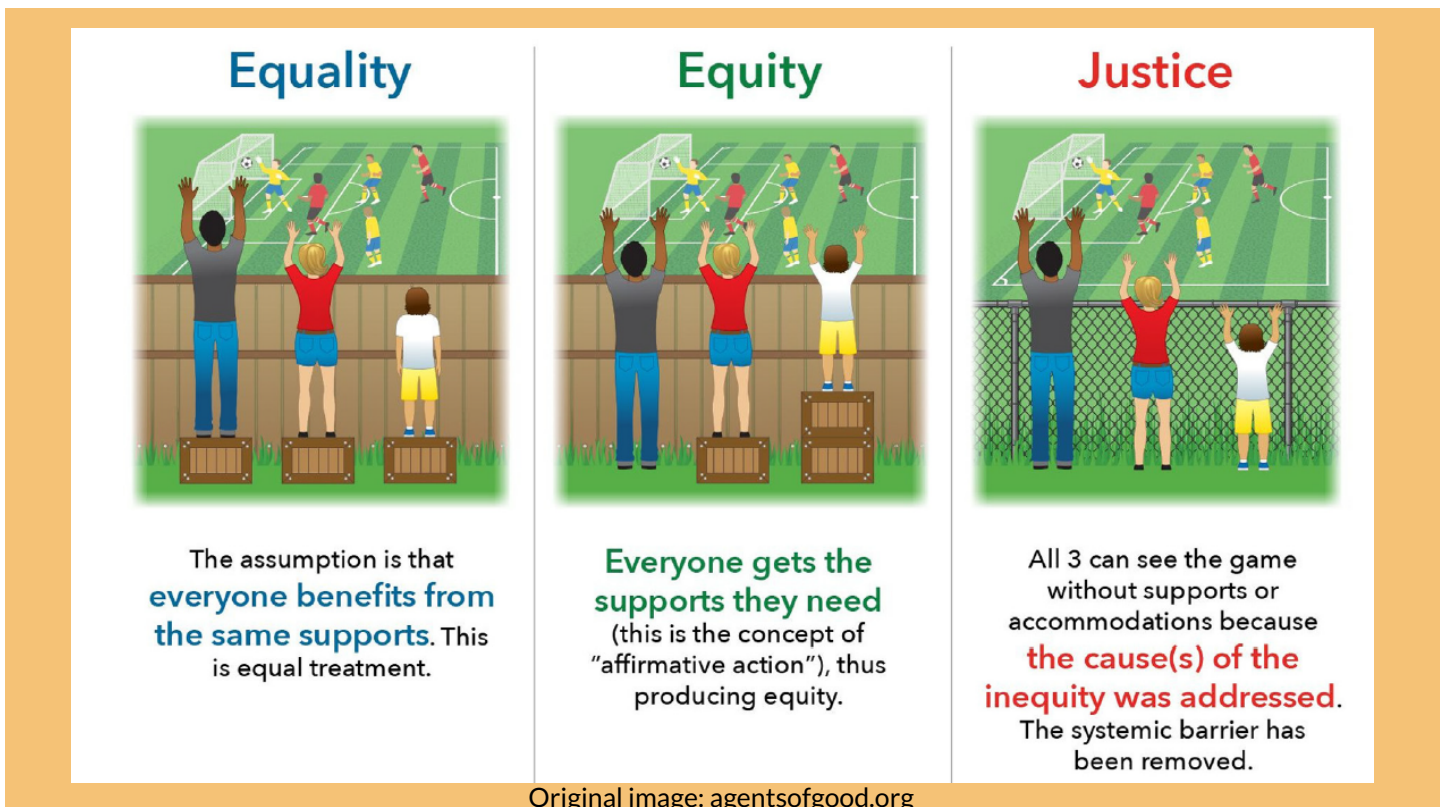
Within each newsletter, we'll include a "spotlight," which will explore a DEI topic in more detail. In May's newsletter, we are providing a foundational understanding of the constructs within DEI (for all the scientists out there: an operational definition of sorts). This featured article offers an introduction or refresher on the meaning of diversity, equity, and inclusion.

WHAT IS DIVERSITY?

Diversity describes the unique compilation of individual and group/social differences that help make us who we are. These similarities and differences can be seen (i.e., skin color) or unseen (i.e., sexual orientation) and can be fixed (i.e., ethnicity) or fluid (i.e., gender identity). Components of diversity can include, but are not limited to, national origin, language, race, color, disability/ability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, family structures, body size, life experiences, and personality features. Within a workplace, diversity is the mixture of identities and voices represented.

WHAT IS EQUITY?

Equity centers on fairness and differs from equality. To better understand equity, consider the illustration below. On the left side of the image, the watchers are being treated equally, as each person has been given the same resource to help them see over the fence. However, as you can see, not everyone receives equal benefit from the same level of assistance. Equity involves allocating the appropriate resources that each person needs to achieve equal outcomes. In the equity image, the individuals are given different supports, based on differing needs and circumstances, to allow equal access to the game. Equity is critical until justice can be achieved, which requires removal of the systemic barriers that caused the initial outcome inequality.



WHAT IS INCLUSION?

Inclusion describes an active process of creating an environment that fosters acceptance, support, and respect. In inclusive environments, the input and perspectives of all individuals are valued. Inclusion is reflected in an organization's culture, practices, and provisions to support a diverse workforce.



Holidays and Recognitions in May

Asian American and Pacific Islander (AAPI) Heritage Month

Seeks to illuminate the contributions of Asian Americans and Pacific Islanders to the growth and success of the United States. Given the recent rise of anti-Asian violence, make sure to support those personally affected by this recent wave of racism.

Jewish American Heritage Month

Recognizes the diverse contributions of the Jewish people to American culture.

Mental Health Awareness Month

Aims to raise awareness about mental illnesses and reduce the stigma associated with mental health.

May Holiday and Recognition Dates

May 5: Cinco de Mayo

A Mexican American holiday celebrating the victory of Mexican forces over France in the Battle of Puebla in 1862, not to be confused with Mexico's Independence Day (September 16th).

May 8: World Fair Trade Day

Celebrating advancements against poverty, climate change, and exploitation of people across the globe.

May 9: Laylat al-Qadr (Muslim)

Commemorates when the Koran (Qur'an) was revealed to the prophet Muhammad.

May 9 or May 10: Mother's Day (U.S. or Mexico and parts of Latin America)

Recognizing those that have filled the role of "Mom." Remember to think of those who have lost mothers, mothers who have lost children, and those who long to be mothers. Also, acknowledge and learn about the unequal child care burden that drove millions of mothers out of the workforce during COVID-19.

May 11: Ramadan ends (Muslim)

Conclusion of a holy month of fasting, prayer, reflection and community.

May 12: Eid al-Fitr (Muslim)

Marks the end of the month-long dawn-to-sunset fasting of Ramadan.

May 15: National Armed Forces Day

Pays tribute to the military personnel serving in the United States Armed Forces.

May 16: Honor Our LGBT* Elder's Day

Appreciation of those who took on the status quo to create inclusive legislation for the community.

May 16: Shavuot (Jewish)

Commemorates the revelation of the Torah on Mt. Sinai to the Jewish people.

May 17: International Day Against Homophobia, Transphobia, and Biphobia

Raise awareness of violence, discrimination, and repression of LGBTQ communities worldwide.*

May 22: Harvey Milk Day

Recognition of Harvey Milk's fight to improve equal rights and public education for LGBTQ individuals and persons of color.*

May 31: Memorial Day

Recognition of the members of the armed forces who lost their lives while serving our nation.

**LGBT= lesbian, gay, bisexual, and transgender; *LGBTQ= lesbian, gay, bisexual, transgender, and queer*

Events and Updates



- Thanks to a generous donation from Elizabeth A. Harris and Deborah Jensen, stay tuned for next month's newsletter with information about how we plan to celebrate Pride Week and Juneteenth in a socially distanced but meaningful way.
- In an effort to build a deeper understanding of where opportunities exist for improvement, there is a search underway to recruit and hire an Associate Vice President of Diversity and Inclusion. This position will report to Dr. Greg Downey and will provide leadership and guidance throughout all Departments.
- If you have an upcoming DEI-related event or update that you would like included in the production of a future newsletter, please contact Dr. Devon Smith (smithed@njhealth.org).

Educational Resources

The D&I Council made great strides to build a resource for education. Liz Kellermeyer and the library team have built a wonderful collection of D&I books that are available for staff and faculty to check out for personal use. The D&I print collection can be found at the Tucker Medical Library (check out the catalogue here: <http://bit.ly/njdiversity>). If you are more of an online learner, here are some online activities:

1. **Free Bystander and Harassment Trainings:** <https://www.ihollaback.org/harassmenttraining/>
Hollaback! is a nonprofit working to end harassment – in all its forms. Various free scheduled trainings available to learn how to respond to, prevent, and intervene in instances of harassment.
2. **LGBTQIA+ Competency for Clinicians:** <https://usc.libwizard.com/f/LGBTQculturalcompetencyclinicians>
Self-paced session on current issues facing the LGBTQIA+ community within health care and strategies for creating a welcoming and inclusive clinical environment.

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. We encourage you to challenge yourself and others with these learning opportunities. Partner with a colleague or encourage your team to join in. The 30-day plan can be found by:

1. Copying and pasting the following: https://www1.ucdenver.edu/docs/librariesprovider60/faculty-docs/30-day-anti-racism-challenge.pdf?sfvrsn=95b36eba_0
2. Scanning this QR code with your phone:



Aren't able to do the full 30-Day challenge? Here are two short recommendations to focus on in May:

- 1) **Review the Guide to Allyship:**
<https://guidetoallyship.com/>
- 2) **History of Denver's Five Points Neighborhood:**
<https://www.youtube.com/watch?v=72aceO2hs1c>

Getting Involved

If you have a passion around diversity, inclusion, and equity work, and you want to participate, we are always interested in fresh ideas and engaged participants. Email Dr. Taylor-Cousar (taylor-cousarj@njhealth.org) or Dr. Carrie Horn (hornc@njhealth.org) to discuss your ideas. We look forward to hearing any feedback and expanding this critical conversation on our campus.