

April

diversity newsletter

April is **Celebrate Diversity Month**, started in 2004 to recognize and honor the diversity surrounding us all. By celebrating differences and similarities during this month, organizers hope that people will get a deeper understanding of each other.



April is **Autism Awareness Month**, established to raise awareness about the developmental disorder that affects an individual's normal development of social and communication skills. The rainbow infinity is a symbol of the autism rights movement as well as a symbol of neurodiversity.

April is **National Arab American Heritage Month**, celebrating the heritage and culture of Arab Americans, as well as honoring contributions from Arab Americans.



April is **Scottish American Heritage Month**

Upcoming Events & Diversity Trainings

- Asian Americans and the Movements for Black Lives: Asian Anti-Black Racism, Solidarities, and the Political Promise of Popular Culture (*Carolina Asia Center, Sonja Haynes Stone Center for Black Culture and History, the Center for the Study of the American South, the Office of the Vice Provost for Academic and Community Engagement, and Social Sciences and Global Programs in the College of Arts and Sciences*), 3/31, 7 PM, <https://carolinaasiacenter.unc.edu/event/asian-americans-and-the-movements-for-black-lives-asian-antiblack-racism-solidarities-and-the-political-promise-of-popular-culture/>
- Safe Zone Training: Transgender and Nonbinary (*LGBTQ Center*), 4/1, 10AM-12PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>
- 2021 Writer's Discussion Series- The Nigrescent Beyond: Mexico, the United States, and the Psychic Vanishing of Blackness (*Sonja H Stone Center*), 4/1, 3:30 PM, <https://www.unc.edu/event/2021-writers-discussion-series-ricardo-a-wilson/>
- PPE Salon: Is Free Speech under Threat on College Campuses? (*UNC Philosophy, Politics, and Economics*), 4/1, 5-6:30 PM, <https://www.unc.edu/event/ppe-salon-is-free-speech-under-threat-on-college-campuses/>
- Pride Week at Carolina 2021 (*LGBTQ Center*), 4/6-4/13, <https://lgbtq.unc.edu/event/20210406/874>
- Safe Zone Training: Queer (*LGBTQ Center*), 4/6, 3-5 PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>
- Virtual Health Disparities Conference: The Evidence of Personal and Societal Determinants to Achieve Health Equity as a Public Health Practice (*Xavier University of Louisiana*), 4/7-4/8, <https://the1joshuagroup.com/xula/>
- Implementation Science in Global Health: Leveraging the Power of Community (*NC TraCS, Center for AIDS Research*), 4/7, 1-2 PM, <https://tracs.unc.edu/index.php/calendar/81-tracs-sponsored/2166-impsci-in-global-health-spring21>
- Structures of Inequality: Moving Forward on Deconstructing the Gender Binary (*Honors Carolina*), 4/7, 3:30-4:30, <https://www.unc.edu/event/structures-of-inequality-moving-forward-on-deconstructing-the-gender-binary/>
- Thrown Under the Bus: Young People's Mental Health in the Pandemic Era (*UNC Center for Bioethics, UNC Center for Health Equity Research, School of Medicine Merrimon Lectureship, Department of Social Medicine, and Department of Medicine Grand Rounds*), 4/8, noon-1:30 PM, <https://www.med.unc.edu/cher/event/thrown-under-the-bus-young-peoples-mental-health-in-the-pandemic-era/>
- 2021 Deil S. Wright Lecture- Preparing People of Color for 21st Century Jobs: Unfulfilled Promises and Lost Opportunities (*UNC School of Government*), 4/8, 3:30-5 PM, <https://www.unc.edu/event/2021-deil-s-wright-lecture-with-norma-m-riccucci/>
- On the Politics of Presence: Afro-Asia in the Age of Black Lives Matter (*Department of Asian & Middle Eastern Studies, Carolina Asia Center*), 4/8, 4 PM, <https://diversity.unc.edu/event/on-the-politics-of-presence-afro-asia-in-the-age-of-black-lives-matter/>
- PPE in a Time of Pandemic: Collective Action, Public Choice, and the Pandemic (*UNC Philosophy, Politics, and Economics*), 4/8, 5-6:30, <https://ppe.unc.edu/event/ppe-in-a-time-of-pandemic-collective-action-public-choice-and-the-pandemic/>
- A Refugee's Journey: A Conversation with Abdi Nor Iftin (*UNC School of Social Work*), 4/8, 6 PM, https://zoom.us/webinar/register/WN_RV6y1Tr4SkWZyLnT62Do2g
- Discussion with Abby Stein: "Becoming Eve: My Journey from Ultra-Orthodox Rabbi to Transgender Woman" (*NC Hillel*), 4/8, 7 PM, <https://diversity.unc.edu/event/discussion-with-abby-stein-becoming-eve-my-journey-from-ultra-orthodox-rabbi-to-transgender-woman/>
- Symposium: Sustaining the Momentum of Anti-Racism in Business (*Kenan Flagler Business School and North Carolina Central University School of Business*), 4/9, 10AM-2PM, <https://diversity.unc.edu/event/symposium-sustaining-the-momentum-of-anti-racism-in-business/>

- **Course: A New Approach to Anti-Racism in Medical Education** (*UNC Academy of Educators, Columbia University's Department of Humanities and Ethics*), 4/9, 16, 13, and 30, Noon-1 PM, https://unc.az1.qualtrics.com/jfe/form/SV_bxwANMnMGKNqwDk
- **Living Ethics: A Cross-Cultural Perspective w/ Karon Johnson, LCSW** (*University of North Carolina at Chapel Hill School of Social Work Clinical Lecture Series*), 4/12, noon-2 PM, 35\$ for tickets, <https://cls.unc.edu/living-ethics/>
- **Situating Human Development in the Sociopolitical Context** (*Frank Porter Graham Child Development Institute, Carolina Consortium on Human Development*), 4/12, 2 PM, <https://fpg.unc.edu/events-and-training/situating-human-development-sociopolitical-context>
- **Aging, Loss and Geological Change in Cristina Henríquez' The World in Half** (*UNC Department of Women and Gender Studies*), 4/12, 5:30-6:30, <https://www.unc.edu/event/aging-loss-and-geological-change-in-cristina-henriquez-the-world-in-half/>
- **Multicultural Health Program: "Cultivating an Ethic of Communal Care"** (*Counseling and Psychological Services (CAPS)*), 4/14, noon, <https://diversity.unc.edu/event/multicultural-health-program-cultivating-an-ethic-of-communal-care/>
- **Standard Safe Zone Training** (*LGBTQ Center*), 4/14, 5-9PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>
- **The Importance of Building Psychological Safety Among Staff and Stakeholders for Successful Implementation** (*Frank Porter Graham Child Development Institute, UNC Institute on Implementation Science, National Implementation Research Network & Jordan Institute for Families*), 4/15, 10:30 AM-noon, <https://fpg.unc.edu/events-and-training/importance-building-psychological-safety-among-staff-and-stakeholders-successful>
- **STEM for One, STEM for All: Resources for Including All Children in STEM Learning Opportunities** (*Frank Porter Graham Child Development Institute, STEM Innovation for Inclusion in Early Education [STEMIE] Center*), 4/16, 4-5 PM, <https://fpg.unc.edu/events-and-training/stem-one-stem-all-resources-including-all-children-stem-learning-opportunities>
- **Asia Week** (*Carolina Asia Center*), 4/19-4/25, <https://carolinaasiacenter.unc.edu/asia-week-2021/Social-Intelligence-in-a-Multicultural-World-What-Is-It-Who-Needs-It-How-Does-It-Develop?> (*Frank Porter Graham Child Development Institute, Carolina Consortium on Human Development*), 4/19, 2 PM, <https://fpg.unc.edu/events-and-training/social-intelligence-multicultural-world-what-it-who-needs-it-how-does-it-develop>
- **Health Care Safe Zone Training** (*LGBTQ Center*), 4/19, 5-9 PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>
- **Rethinking Socialism(s) and Socialist Legacies in Postcolonial Asia** (*Carolina Asia Center*), 4/19, 7-8:30 PM, <https://carolinaasiacenter.unc.edu/event/rethinking-socialisms-and-socialist-legacies-in-postcolonial-asia/>
- **Off the Shelf Author Conversation with Rachel Marie-Crane Williams: "Run Home If You Don't Want to Be Killed: The Detroit Uprising of 1943"** (*University Libraries and the UNC Press*), 4/22, noon-1 PM, <https://calendar.lib.unc.edu/event/7433309>
- **Safe Zone Training: Intersex** (*LGBTQ Center*), 4/22, 12-2 PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>
- **Environmental Exposures and Cardiovascular outcomes among American Indians** (*International Society for Environmental Epidemiology*), 4/27, noon-1 PM, https://docs.google.com/forms/d/e/1FAIpQLSfuZbEStlUxsVNLcIN3baM_2FF3DMc97lQ72U5s9SHgM_T_mQ/viewform
- **PPE Spring Author Series- Miranda Fricker: Testimonial Injustice** (*UNC Philosophy, Politics, and Economics*), 4/28, 5-6 PM, <https://ppe.unc.edu/event/ppe-spring-author-series-miranda-fricker-testimonial-injustice/>
- **Standard Safe Zone Training** (*LGBTQ Center*), 4/29, 1-5PM, <https://lgbtq.unc.edu/programs/education/safe-zone-training>

April Diversity Calendar

April 1: Holy Thursday (Maundy Thursday), the Christian holiday commemorating the Last Supper, at which Jesus and the Apostles were together for the last time before the Crucifixion. It is celebrated on the Thursday before Easter.

April 2: Good Friday, a day celebrated by Christians to commemorate the execution of Jesus by crucifixion. It is recognized on the Friday before Easter.

April 2: World Autism Awareness Day, created to raise awareness of the developmental disorder around the globe.

April 4: Easter, a holiday celebrated by Christians to recognize Jesus' return from death after the Crucifixion.

April 7-8: Yom HaShoah, Israel's day of remembrance for the approximately 6 million Jews who perished in the Holocaust.

April 8: Buddha's Birth: a holiday for both celebration and reflection for Buddhists. Prince Siddhartha Gautama was first royalty and later became a spiritual leader. He launched Buddhism, which remains one of the most popular religions today.

April 12-May 11 (sundown to sundown): Ramadan, an Islamic holiday marked by fasting, praise, prayer and devotion to Islam. Muslims are expected to observe a strict fast from dawn until dusk, which means they're not allowed to eat, drink, chew gum, smoke cigarettes, or engage in sexual activity. Often, Muslims will eat both a pre-fast meal (shur) and a post-fast meal (iftar) with a snack in between

April 12: Hindu New Year

April 13: Equal Pay Day, an attempt to raise awareness about the raw wage gap, the figure that shows that women, on average, earn about 80 cents for every dollar men earn. The date moves earlier each year as the wage gap closes. Equal Pay Day began in 1996 by the National Committee on Pay Equity as a public awareness event to illustrate the gender pay gap.

April 14: Vaisakhi (also known as Baisakhi), the celebration of the founding of the Sikh community as the Khalsa (community of the initiated) and the birth of the Khalsa.

April 16-17 (sundown to sundown): Yom Ha'Atzmaut, national Independence Day in Israel.

April 20-May 1: The Festival of Ridvan, a holiday celebrated by those of the Bahá'í faith, commemorating the 12 days when Bahá'u'lláh, the prophet-founder, resided in a garden called Ridvan (paradise) and publicly proclaimed his mission as God's messenger for this age.

April 21: Ram Navami, a Hindu day of worship and celebration of the seventh avatar of Vishnu (Lord Rama). Devotees typically wear red and place extravagant flowers on the shrine of the God.

April 21: Administrative Professionals Day

April 22: Earth Day promotes world peace and sustainability of the planet. Events are held globally to show support of environmental protection of the Earth. Earth Day was first established in 1970

April 23: St. George's Day, the feast day of St. George celebrated by various Christian churches.

April 23: The Day of Silence, during which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment.

April 23-24: Gathering of Nations: The Gathering of Nations is considered North America's biggest "pow wow" for more than 500 Native American tribes. Each year, these tribes meet to celebrate their traditions and cultures. Due to COVID-19, this year's event will be

virtual. You can find out more about the virtual live-streamed event here.

April 24: Lazarus Saturday, a day celebrated by the Eastern Orthodox Church and Oriental Orthodoxy to commemorate the raising of Lazarus of Bethany.

April 24: Armenian Martyrs' Day recognizes the genocide of approximately 1.5 million Armenians between 1915 and 1923 in Turkey.

April 25: Mahavir Jayanti, a holiday celebrated by the Jains commemorating the birth of Lord Mahavira. It is one of the most important religious festivals for Jains.

April 28: Ninth Day of Ridvan, a festival of joy and unity in the Bahá'í faith to commemorate

the reunification of Bahá'u'lláh's family, and by extension the unity of the entire human family the Bahá'í faith calls for. It permeates the symbolic meaning of the Ninth Day of Ridvan.

April 29-30 (sundown to sundown): Lag BaOmer, a Jewish holiday marking the day of hillula of Rabbi Shimon bar Yochai.

Sources:

<https://www.diversitybestpractices.com/2021-diversity-holidays>

<https://www.diversityresources.com/april-2021-diversity-calendar/>

<https://diversity.unc.edu/about/holidays/#April>

April 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Embracing Neurodiversity

Dear anesthesia faculty and staff,

You all know me as Gin, an anesthesia tech in the OR and graphic designer of the DEI newsletters. Many of you know that I will be starting PA school at Wake Forest University and am excited for this new journey! I have had the opportunity to speak with many of you about my future goals, and with April being **Autism Awareness Month**, I am taking this opportunity to talk about **neurodiversity** and **autism spectrum disorder (ASD)**. Here is a website to use to familiarize yourself with terminology regarding neurodiversity: <https://neurocosmopolitanism.com/neurodiversity-some-basic-terms-definitions/>.

As a future medical provider, one of my main goals is to design programs for medical practitioners to better communicate and treat neurodiverse patients, particularly autistic patients. I envision developing programs similar to LGBTQ+ Safe Zone trainings, where medical providers can learn and replicate a “safe space” for their neurodiverse patients. I will briefly explain my background and why neurodiversity is something that is important for providers to recognize, understand, and respect.

Over the past few years I’ve gained insight into the neurodiverse community, specifically focusing on **autism spectrum disorder (ASD)**. After an adult family member realized they were likely on the autism spectrum, I began researching and understanding what it meant to be autistic. The word “**spectrum**” in ASD is so essential to understanding the disorder – ASD affects every person differently and impacts their ability to live independently in various ways. To learn more about the breadth of what “spectrum” encompasses, see the resources listed below.

I’ve joined several support groups for people diagnosed with ASD during adulthood, which led me to investigate the statistics of this diagnosis. The discrepancy of diagnosis was especially high for women (statistically 1 to 4 women to men are diagnosed as children - it has come to light that it is more likely 2 to 4: <https://embraceasd.com/autistic-traits-in-women/>). Through my participation in several support groups, I learned that one of the biggest struggles for autistic adults, women in particular, is feeling comfortable seeking medical treatment. Several women confided that when they saw a new practitioner, they felt dismissed, being told, “you do not look autistic.” Many of these adults consider themselves highly capable of passing as “normal,” however, their attempts to do so it can cause a lot of stress and anxiety. This is especially for those diagnosed as adults, who managed to navigate society by a habit called “masking” or “camouflaging:” <https://www.healthline.com/health/autism/autism-masking>.

To combat the added stress that autistic patients face when seeking medical treatment, it is up to medical providers to develop a better understanding of autism as well as make an effort to develop trust and put their neurodiverse patients at ease. My observations, and personal experience, have driven me to begin developing a website, ASDJective (Autism Self-Discovery Journey). This will be a resource for those wanting to learn more about autism and decide what neurodiversity means to them. ASDJective will provide tools to assist those individuals interested in deciding what neurodiverse adjective they would use to represent themselves. A large goal with this website is to create a search engine of providers throughout the United States that identify as capable of creating a safe-space and understanding autistic patients, particularly for adults who like to sustain living independently. Eventually, I intend to make ASDJective a non-profit organization to help fund autistic patients seeking medical treatments.

So, to celebrate and educate during **Autism Awareness Month**, I challenge you to read and listen to autistic individuals on what it means, to them, to be autistic. In doing so, work on broadening your overall concept and understanding of neurodiversity. I have included many excellent resources below, including several journal articles I will be using to continue in my goals.

One thing to note when learning about autism, many autistic people will say that the organization Autism Speaks, “does not speak for me.” You may have seen the blue puzzle piece and see many variations of puzzle piece symbols in American culture and media, but people with autism do not see themselves as incomplete or “missing a piece.”

- It is good to consider autistic voices when it comes to neurodiversity, and if you would like to be a part of advocating for autistic individuals, consider joining the **Autistic Self-Advocacy Network**: <https://autisticadvocacy.org/>
- The University of North Carolina's **TEACCH Autism Program** is program is local to North Carolina, and has made a substantial impact on the lives of autistic patients: <https://teacch.com/>
- If you meet a patient or individual who suspects they are on the autism spectrum, **Embrace ASD** is a wonderful resource, especially for women who are often overlooked when it comes to early diagnosis: <https://embraceasd.com/>
- Regarding gender-fluidity among autistic individuals: <https://www.spectrumnews.org/news/largest-study-to-date-confirms-overlap-between-autism-and-gender-diversity/>
- More information on missed diagnoses in women:
 - <https://opendoorstherapy.com/women-with-autism-autism-traits-missed-ignored-women/>.
 - <https://www.inquirer.com/philly/health/invisible-women-lost-girls-to-be-female-on-the-autism-spectrum-20181106.html>
- **Understood** is a group that focuses creating resources for employers, parents, and teachers to best help people with learning differences thrive: <https://www.understood.org/>
 - Understood discusses **neurodiversity** and how “conditions like ADHD and autism aren’t “abnormal.” They’re simply variations of the human brain.”: <https://www.understood.org/en/friends-feelings/empowering-your-child/building-on-strengths/neurodiversity-what-you-need-to-know>
- Regarding Autism Speaks not representing autistic people:
 - <https://www.forbes.com/sites/emilywillingham/2013/11/13/why-autism-speaks-doesnt-speak-for-me/?sh=3b0576bd3152;>
 - <https://autisticadvocacy.org/tag/autism-speaks/>
- Regarding medical training to work with autistic patients:
 - THE CHALLENGE: FINDING HEALTH CARE PROVIDERS FOR ADULTS WITH AUTISM: <https://iancommunity.org/ssc/finding-health-care-providers-adults-autism>
 - Contemporary Trainee Knowledge of Autism: How Prepared Are Our Future Providers?: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6498887/>
 - The healthcare system is failing autistic adults: <https://www.spectrumnews.org/features/deep-dive/healthcare-system-failing-autistic-adults/>
 - A Study of Physician Knowledge and Experience with Autism in Adults in a Large Integrated Healthcare System: <https://link.springer.com/article/10.1007%2Fs10803-015-2579-2>

Thanks for taking the time to learn about my goals and expanding your knowledge of ASD and neurodiversity. I have a lot to learn and I will continue working to make the world a better place for autistic individuals. If you would like to see how ASDJective develops, or become a provider on the ASDJective list in the future, feel free to email me at ASDJective@gmail.com.

Best,

Virginia “Gin” Niver, future PA

Meet an Arab-American:

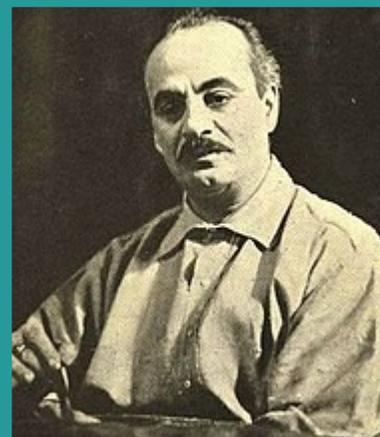
Michael DeBakey: <https://profiles.nlm.nih.gov/spotlight/fj/feature/biographical-overview>

Khalil Gibran: <https://www.arabamerica.com/arabamericans/khalil-gibran/>

Steve Jobs: <https://www.arabamerica.com/arabamericans/steve-jobs/>

Donna Shalala: <https://www.arabamerica.com/arabamericans/donna-shalala/>

Rashida Tlaib: https://www.pressandguide.com/news/rashida-tlaib-an-arab-american-woman-s-rise-to-congress/article_b5ac5c24-6211-11e9-addd-cb9dffac23c3.html



Khalil Gibran, writer and artist

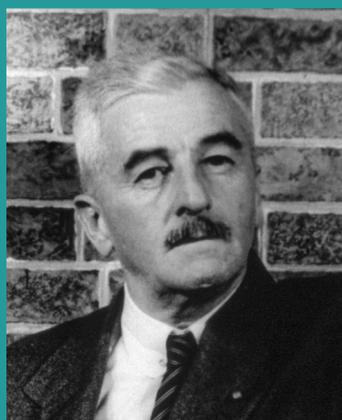
Meet a Scottish American:

Neil Armstrong: <https://www.heraldscotland.com/news/13073067.neil-armstrongs-scots-roots-celebrated-as-moon-landing-hero-makes-his-final-journey/>

Alexander Graham Bell: <https://immigrationtounitedstates.org/374-alexander-graham-bell.html>

George H.W. Bush: <https://www.americanancestors.org/george-bush>

William Faulkner: <https://www.biography.com/writer/william-faulkner>



William Faulkner, writer

Meet an Autistic-Person*:

(*historical persons are suspected to be on the autism spectrum)

Dan Akroyd: <https://childmind.org/blog/dan-aykroyd-says-being-on-the-spectrum-helped-him-make-ghostbusters/>

Benjamin Banneker*: <https://www.autism-mmc.com/autism-success-stories/>

Charles Darwin*: <https://www.disabilityscoop.com/2009/02/18/darwin/2257/>

Emily Dickinson*: <https://the-art-of-autism.com/tag/emily-dickinson/>

Dr. Natalie Engelbrecht MSc, RP, ND (co-founder of Embrace ASD): <https://embraceasd.com/about/>

Wolfgang Mozart*: <https://intr100neurodsp18burk.sites.wm.edu/2018/02/19/autistic-individuals-in-the-arts-wolfgang-amadeus-mozart/>

Martin Silvertant B.Des (co-founder of Embrace ASD): <https://embraceasd.com/about/>



Dr. Natalie Engelbrecht, co-founder of Embrace ASD

UNC Anesthesia DEI Committee Members:

Amber Allred

Lauren Andrews

Annika Barnett

Robin Brennan

Kelly Cunningham

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Amanda Greer

Lynn Harris

Caryn Hertz

UK Iroha

Mia Kang

Nasir Khatri

Skye Margolies

Dan Moyles

Kim Nichols (Chairperson)

Gin Niver (graphic design)

Brittney Paduchowski

Seema Patidar

Liz Ross

Beckett Shea-Shumsky

Marwa Sidani

Corine Thompson

Shanna Weaver

- Interested in how we can make UNC Anesthesiology a more inclusive work space? <https://www.kazoohr.com/resources/library/how-to-build-an-inclusive-workplace>
- Anesthesiology DEI Committee can be reached at: Anes_diversity@med.unc.edu
- ...or check us out at: <https://www.med.unc.edu/anesthesiology/our-department/diversity-equity-inclusion/>