

anesthesiology diversity newsletter

June

- ♥ Lesbian, Gay, Bisexual, and Transgender Pride Month
- ♥ Immigrant Heritage Month
- ♥ Caribbean-American Heritage Month

- ♥ June is **Lesbian, Gay, Bisexual, and Transgender Pride Month**, which was established to recognize the impact that gay, lesbian, bisexual and transgender individuals have had on the world. Groups celebrate this month in a variety of ways, including memorials for those lost to hate crimes and HIV/AIDS. The last Sunday in June is Gay Pride Day.
- ♥ June is **Immigrant Heritage Month**, established in June 2014, gives people across the US an opportunity to celebrate the shared diversity of America and to explore their own heritage. This month also celebrates immigrants across the United States and their contributions to their local communities and economy.
- ♥ **Caribbean-American Heritage Month** – recognizes the importance of Caribbeans in the history and culture of the United States.



Upcoming Events & Diversity Trainings

- **Equal Protection Under Algorithms: A New Statistical and Legal Framework (Artificial Intelligence Decision-Making Research (AI-DR) Program, UNC School of Law)**, 6/2, noon-1 PM, <https://www.unc.edu/event/equal-protection-under-algorithms-legal-framework/>
- **Caribbean Connections – CPH Summer Music Series (Carolina Public Humanities)**, 6/3, 7-8:30 PM, 15\$ virtual admission and recording access, <https://www.unc.edu/event/caribbean-connections-cph-summer-music-series/>
- **Rethinking Clinical Trials Grand Rounds | | Inclusion of Diverse Participants in Pragmatic Clinical Trials: Planning for Diversity – Stakeholder Engagement and Site Selection to Maximize Diversity (NIH, NC TRaCS)**, 6/4, 1-2 PM, <https://rethinkingclinicaltrials.org/event/grand-rounds-diversity-workshop-series-june-4-inclusion-of-diverse-participants-in-pragmatic-clinical-trials-planning-for-diversity-stakeholder-engagement-and-site-selection-to-maximize-diver/>
- **SOM Strategic Plan Forward Together 2021: DIVERSITY (UNC School of Medicine)**, 6/8, 2-3 PM, <https://www.med.unc.edu/intranet/forward-together-faculty/>
- **State of Health Equity among Boys and Men of Color Summit (University of Connecticut Health Disparities Institute)**, 6/8-10, \$25 – \$250, <https://www.eventbrite.com/e/state-of-health-equity-among-boys-and-men-of-color-summit-tickets-145922661609>
- **Stigma of Addiction Summit (National Academy of Medicine, Dell Medical School at The University of Texas at Austin, and Shatterproof)**, 6/10, noon-5:30 PM, <https://nam.edu/event/stigma-of-addiction-summit/>
- **AOE Book Club – Lecture/Q&A with Dr. George Yancy: Black Bodies, White Gazes (UNC Academy of Educators)**, 6/10, 5-6:15 PM, <https://www.med.unc.edu/aoe/event/aoe-book-club-lecture-qa-with-dr-george-yancy/>
- **NC ACE Women Blazing Trails: Advancing Women in Higher Education Virtual Conference (American Council on Education Women’s Network North Carolina)**, 6/11, 8 AM-5 PM, <https://diversity.unc.edu/event/nc-ace-women-blazing-trails-advancing-women-in-higher-education-virtual-conference/>
- **Cone Virtual Grand Rounds – “The History of Civil Rights in Health Care: Hospital Desegregation and Beyond” (UNC Academy of Educators)**, 6/11, 8:30-9:30 AM, <https://www.med.unc.edu/aoe/event/cone-virtual-grand-rounds-the-history-of-civil-rights-in-health-care-hospital-desegregation-and-beyond/>
- **Art, Monuments, and Power in Native American Cultures Before 1500 (Carolina Public Humanities)**, 6/12, 9 AM-12:30 PM, 30\$ virtual admission and recording access, <https://www.unc.edu/event/art-monuments-and-power-in-native-american-cultures-before-1500/>
- **Inclusive STEM Teaching Project (Boston University edX)**, 6 week course from Jun 15-Aug 1, Course Fee \$49, can also be audited free, <https://www.edx.org/course/the-inclusive-stem-teaching-project>
- **UNC Health Well-Being Webinar: Unconscious Bias (UNC SOM Well-being Program)**, 6/18, Noon-1 PM, <https://register.gotowebinar.com/register/453614930809038092>

- **Ella Baker, Barack Obama, and the Long Struggle for Equal Rights (Carolina Public Humanities)**, 6/19, 9 AM-12:30 PM, 30\$ virtual admission and recording access, <https://www.unc.edu/event/ella-baker-barack-obama-and-the-long-struggle-for-equal-rights/>
- **2021 Health Equity Summer Intensive (UNC Center for Health Equity Research)**, 6/21-22, 6/28-29, <https://www.med.unc.edu/cher/2021-health-equity-summer-intensive/>
- **Health Data Behind the Walls: A Year in Review and Next Steps from The COVID Prison Project (COVID Prison Project)**, 6/23, 1-2:30 PM, https://zoom.us/webinar/register/WN_y_nmhypORCKeJZk4C00tCw
- **AOE Book Club – Discussion with Dr. Craig Irvine: Black Bodies, White Gazes (UNC Academy of Educators)**, 6/24, 5-6:15 PM, <https://www.med.unc.edu/aoe/event/aoe-summer-book-club-discussion-with-dr-craig-irvine/>
- **Lunch with Friends and Strangers: Daniel Cobb and D’Arcy McNickle (Carolina Public Humanities)**, 6/25, Noon-1 PM, 10\$ virtual admission and recording access, <https://www.unc.edu/event/lunch-with-friends-and-strangers-daniel-cobb-and-darcy-mcnickle/>
- **Rethinking Clinical Trials Grand Rounds: Meeting Participants Where They Are – Outreach, Trust, and Consent to Maximize Diversity (NIH, NC TRaCS)**, 6/25, 1-2 PM, <https://rethinkingclinicaltrials.org/event/grand-rounds-diversity-workshop-series-june-25-inclusion-of-diverse-participants-in-pragmatic-clinical-trials-meeting-participants-where-they-are-outreach-trust-and-consent-to-maximize-diversity/>
- **DEI Certificate Program through SOM:** <https://www.med.unc.edu/inclusion/programs-and-initiatives/dei-certificate-program/>

DEI PROGRAM DESCRIPTION:

The DEI Certificate Program is a new initiative from the SOM Office of Inclusive Excellence in support of the 2019 SOM Strategic Plan to foster an inclusive workplace environment. The program’s curriculum offers workshops and trainings designed to broaden awareness about Diversity, Equity, and Inclusion topics among the SOM faculty/staff and deepen engagement with and between individuals in the SOM at all levels – from patients to leadership. The workshops offered as part of the certificate program address a broad array of DEI topics, including those related to race and ethnicity, gender and sexual orientation, culture and religion, socioeconomic status, and more.

DEI PROGRAM STRUCTURE:

To earn the SOM DEI Certificate, program participants must complete six approved DEI offerings (2 required and 4 elective workshops). Workshops will be offered on a rotating basis (2-3 per semester) and we anticipate that it will take at least 3 semesters to complete the certificate requirements.

Two workshops will be requirements for certificate completion:

- **Unconscious Bias** – This workshop explores unintended/implicit bias and introduces foundational concepts that are necessary to additional engagement with DEI-related topics and issues. This workshop will be offered monthly throughout the year, and is strongly recommended to be first training that participants attend.
- **Respecting All** – This workshop explores biased behavior prevalent in the SOM and responses to these acts of disrespect and discrimination. The workshop will be offered 1-2 times per year.

June Diversity Calendar

June 1: Commemoration of Tulsa (Oklahoma) Race Massacre

<https://www.history.com/topics/roaring-twenties/tulsa-race-massacre>

June 3: Corpus Christi, a Catholic holiday celebrating the presence of the body and blood of Christ, in the Eucharist.

June 11: Sacred Heart of Jesus, the Feast of the Most Sacred Heart is a solemnity in the liturgical calendar of the Roman Catholic Church.

June 12: Loving Day – anniversary of the Supreme Court decision, ending bans on interracial marriage

<https://lovingday.org/>

June 14: Flag Day in the United States, observed to celebrate the history and symbolism of the American flag

June 14: Puerto Rican Day Parade – festivities are planned across the country, to celebrate Puerto Ricans' accomplishments and contributions

<https://www.nprdpinc.org/>

June 15: St. Vladimir Day, a Roman Catholic feast celebrating St. Vladimir

June 15: Native American Citizenship Day, commemorating the day in 1924 when the U.S. Congress passed legislation recognizing the citizenship of Native Americans

<https://www.nps.gov/articles/000/dawes-act.htm>

<https://www.history.com/this-day-in-history/the-indian-citizenship-act>

June 16: Martyrdom of Guru Arjan Dev, observed by members of the Sikh faith. Guru Arjan Dev was the fifth Sikh guru and the first Sikh martyr

June 19: Juneteenth, also known as Freedom Day or Emancipation Day. It is observed as a public holiday in 14 U.S. states. This celebration honors the day in 1865 when slaves in Texas and Louisiana finally heard they were free, two months after the end of the Civil War. June 19, therefore, became the day of emancipation for thousands of African-Americans

<https://www.history.com/news/what-is-juneteenth>

June 19: New Church Day, according to Christian belief, on this day the Lord called together the 12 disciples who had followed him on earth, instructed them in the Heavenly Doctrine of the New Jerusalem, and sent them out to teach that “the Lord God Jesus Christ reigns, whose kingdom shall be for ages and ages.” This was the beginning of the New Christian Church

June 20: World Refugee Day

<https://www.unhcr.org/en-us/world-refugee-day.html>

June 21: National Indigenous Peoples Day or First Nations Day, a day that gives recognition to the indigenous populations affected by colonization in Canada

<https://nationaltoday.com/canada-national-indigenous-peoples-day/>

June 21: Litha, the summer solstice celebrated by the Wiccans and Pagans. It is the longest day of the year, representing the sun's "annual retreat."

June 29: Feast Day of Saints Peter and Paul, a liturgical feast in honor of the martyrdom in Rome for the apostles St. Peter and St. Paul in Eastern Orthodox Christianity

Last Sunday in June: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States. It celebrates the Stonewall Riots on June 28, 1969

<https://abcnews.go.com/US/lgbt-pride-month-2021-history-events-parades/story?id=71017699>

<https://www.history.com/topics/gay-rights/the-stonewall-riots>

Resources:

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

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

JUNE 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			

Dear Colleagues,

It has been an absolute pleasure to serve as the Diversity Liaison for the Department of Anesthesiology since July 2019. In addition to the monthly newsletter, a departmental DEI Committee was formed, and together, the Committee has accomplished much over the past year in response to the departmental climate survey that was sent out last May. I have learned a lot during this time period, as I hope you have.

I am excited to welcome **Dr. Skye Margolies** in as the incoming Anesthesiology Diversity Liaison for the School of Medicine and as the Chairperson of the departmental DEI Committee. She will do a fantastic job!

I hope that you all will support her in this role.

Also, when you get a chance, please check out our new Diversity, Equity, and Inclusion section of the departmental website.

<https://www.med.unc.edu/anesthesiology/our-department/diversity-equity-inclusion/>

Further, if you have any interest in **participating and working** on the DEI Committee or contributing your talents to advance diversity, equity, and inclusion within the department, please email Dr. Margolies at **skye_margolies@med.unc.edu**.

Finally, I want to extend a special 'thank you' to Gin Niver, who has worked tirelessly as the Graphic Designer for our monthly newsletter and Beckett Shea-Shumsky, who has been incredibly diligent at gathering all of the DEI trainings on the UNC Campus and beyond. They are both moving on to different opportunities, but we have been so grateful for their work and engagement. They will be sorely missed. Many thanks to you both!

In the meantime, I look forward to continuing to learn with each of you who continue in this space.

Kim Nichols

UNC Anesthesia DEI Committee Members:

Amber Allred

Lauren Andrews

Annika Barnett

Robin Brennan

Kelly Cunningham

Cassandra Foxx

Amanda Greer

Lynn Harris

Caryn Hertz

UK Iroha

Mia Kang

Nasir Khatri

Skye Margolies (incoming chairperson)

Dan Moyles

Kim Nichols (chairperson)

Gin Niver (graphic design)

Brittney Paduchowski

Seema Patidar

Liz Ross

Marwa Sidani

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
- Have suggestions or need to report something? Visit the anonymous reporting page at: <https://www.med.unc.edu/anesthesiology/our-department/diversity-equity-inclusion/>