

OCTOBER

Diversity Newsletter

Department of
Anesthesiology

This month we celebrate:

Global Diversity Awareness Month Take time to celebrate and increase awareness about the diversity of cultures and ethnicities this month and talk to others about the positive impact diversity can have on society.

LGBT History and Awareness Month a U.S. observance started in 1994 to recognize lesbian, gay, bisexual, and transgender history and the history of the gay rights movement. **October 21 is LGBTQ+ Spirit Day**, created to demonstrate support for LGBTQ+ youth and to speak out against bullying. [Wear PURPLE this day to show your support!](#)

Breast Cancer Awareness Month Breast cancer is the second-leading cause of cancer deaths in women. [Wear PINK in Support!](#)

National Disability Employment Awareness Month Promoting awareness of employment for people with disabilities. This month dates back to 1945 when Congress declared the first week of October “National Employ the Physically Handicapped Week.” It has since been expanded to a full month, aiming to inspire full integration of people with disabilities into the workplace. In 1998, the week was extended to a month and renamed. The annual event draws attention to employment barriers that still need to be addressed.

Domestic Violence Awareness Month Launched nationwide in October 1987 as a way to connect and unite individuals and organizations working on domestic violence issues while raising awareness for those issues.

Down Syndrome Awareness Month Recognized since the 1980s and every October since. It is a time to celebrate people with Down syndrome and make others aware of their abilities and accomplishments.

October also recognizes diverse ethnic heritage:

Filipino American Heritage Month	Italian American Heritage Month
German American Heritage Month	Polish American Heritage Month



October Diversity Calendar

- **October 1: Black History Month** in the UK, Ireland, and The Netherlands begins.
- **October 1: Native American Women's Equal Pay Day.** The aim is to raise awareness about the wider-than-average pay gap between Native American women and White men. Native American women are paid 57 cents for every dollar paid to white men.
- **October 4: St. Francis Day,** feast day for St. Francis of Assisi, the patron saint of animals and the environment, celebrated by many Catholic denominations.
- **October 4: Blessing of the Animals,** in congruence with St. Francis Day. Many Unitarian Universalists have picked up on the Catholic tradition of blessing animals, particularly pets, as St. Francis was known for his special connection to animals.
- **October 6-14: Navaratri,** the nine-day festival celebrating the triumph of good over evil. It worships God in the form of the universal mother commonly referred to as Durga, Devi or Shakti, and marks the start of fall.
- **October 10: World Mental Health Day.** First celebrated in 1993, this day is meant to increase public awareness about the importance of mental health, mental health services, and mental health workers worldwide.
- **October 11: National Coming Out Day (U.S.).** For those who identify as lesbian, gay, bisexual or transgender, this day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.
- **October 11: Canadian Thanksgiving,** a chance for people to give thanks for a good harvest and other fortunes in the past year.
- **October 11: National Indigenous Peoples Day,** an alternative celebration to Columbus Day, gives recognition to the indigenous populations affected by colonization.
- **October 15: Dasara, Dussehra, or Vijayadashami,** in the eastern and northeastern states of India, marks the end of Durga Puja, remembering goddess Durga's victory over the buffalo demon Mahishasura to help restore dharma.
- **October 16: Milvian Bridge Day,** a one-day festival in Fayetteville, West Virginia. It is the only day of the year people can BASE jump off a bridge into New River Gorge.
- **October 18-19 (sundown to sundown): Eid Milad un-Nabi,** an Islamic holiday commemorating the birthday of the prophet Muhammad. During this celebration, homes and mosques are decorated, large parades take place, and those observing the holiday participate in charity events.
- **October 19: Mawlid Al-Nabi,** the observance of the birthday of Islam founder Prophet Muhammad, celebrated during the month of Rabiulawal, the third month of the Muslim calendar. Shi'a Muslims celebrate it five days later than Sunni Muslims.
- **October 20: Sikh Holy Day,** the day Sikhs celebrate Sri Guru Granth Sahib, their spiritual guide.
- **October 20: International Pronouns Day** seeks to make respecting, sharing, and educating about personal pronouns commonplace. Each year it is held on the third Wednesday of October.
- **October 21: LGBTQ+ Spirit Day** - created to demonstrate support for LGBTQ+ youth and to speak out against bullying.
- **October 29: Latinx Women's Equal Pay Day.** The aim is to raise awareness about the wider-than-average pay gap between Latinx women and White men. Latinx women are paid 54 cents for every dollar paid to white men.
- **October 31: All Hallows' Eve (Halloween),** a celebration observed in a number of countries on the eve of the Western Christian feast of All Hallows' Day. It begins the three-day observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallows), martyrs and all the faithful departed.
- **October 31: Reformation Day,** a Protestant Christian religious holiday celebrated alongside All Hallows' Eve (Halloween) during the triduum of Allhallowtide in remembrance of the onset of the Reformation.
- **October 31-November 1 (sundown to sundown): Samhain,** a Gaelic festival marking the end of the harvest season and the beginning of winter or the

Upcoming Workshops, Trainings, & Events

'Being and Belonging' Opening Program, October 5th, 5:30-7:30p, *Being and Belonging* brings together 13 artists of Latin American heritage from across North Carolina whose work evokes questions of identity, environment and home. The exhibition will be on display through Dec. 12.

Critical Race Parenting for White Folks, Oct 5, 2021 06:30 PM - Critical race theory recognizes race as a social construct and racism as something embedded in legal systems and policies, not just the product of individual bias or prejudice. [Dr. Ronda Bullock](#), executive director of the Durham organization "[We Are](#)" (working to extend anti-racist education), recognizes an urgent need to move conversations forward in white communities.

Social Media and Democracy - Helping or Hurting?, October 6th, 5:30pm: Is social media helpful or harmful to democracy? Especially after the Arab Spring, social media was hailed as a means of democratizing information and holding leaders accountable. More recently, however, social media has been depicted as a threat to democracy due to the ways in which online platforms appear to fuel polarization, limit and regulate speech, and accelerate the spread of disinformation and conspiracies. Thought leaders from academia and the tech sector discuss whether social media can promote – or at least co-exist with – democracy.

Unconscious Bias Training, Oct.6, 9am-11:30am: Explores unintended/implicit bias and introduces foundational concepts that are necessary to additional engagement with DEI-related topics and issues. (offered monthly throughout the year)

Racial Justice Workshop, Oct. 11 1pm-4pm : Explores the history of race as a social construct and the effects of racism on our education and health care systems. Also addresses how to combat structural racism within the School of Medicine.

Religion, Race, and the Future of Democracy in America October 12, 2021, 4:30-6pm - This event is the second in the Duke "UNIV101 Presents" speaker series, and is open to students, faculty, staff, and non-Duke affiliated community members. Please register for the webinar here: bit.ly/racereligiondemocracy

Safe Zone Training, October 14, 10a-2p designed to introduce concepts, terminology, and resources related to sexual orientation, gender identity, and gender expression.

Respecting All Training, Oct. 22 9am-12pm Explores microaggressions and biased behavior prevalent in the SOM and provides participants tools with which to intervene when witnessing acts of disrespect and discrimination.

***** Please Consider Participating in the DEI Certificate Program *****

DEI Certificate Program <https://www.med.unc.edu/inclusion/programs-and-initiatives/dei-certificate-program/>
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

UNC Department of Anesthesiology DEI Committee Members

Lauren Andrews

Christina Haire

Kim Nichols

Annika Barnett

Lynn Harris

Seema Patidar

Hemanth Baboolal

Caryn Hertz

Liz Ross

Sam Blacker

Mia Kang

Marwa Sidani

Robin Brennan

My Liu

Sally Stander

Kelly Cunningham

Andy Lobonc

Adam Suchar

Vishal Dhanda

Elisa Lund

Eva Waller

Alexander Doyal

Lindsay Macchio

Shanna Weaver

Patrick Farmer

Skye Margolies

Amy Goetzinger

Duncan McLean

There are so many ways to participate and get involved. If you are interested, 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/>