

December

Anesthesiology Diversity Newsletter

Universal Human Rights Month

On December 10th, 1948, the United Nations General Assembly adopted the Universal Declaration of Human Rights (UDHR). The UDHR proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, color, religion, sex, language, political or other opinion, national or social origin, property, birth or other status.

The United Nations' 2021 Universal Human Right's Theme:

EQUALITY:

Reducing Inequalities and Advancing Human Rights



www.un.org

December Diversity Calendar

November 29th – December 6th: Hanukkah. A Jewish holiday that is celebrated around the world for eight days and nights. Hannukah celebrates the victory of the Maccabees, or Israelites, over the Greek-Syrian ruler, Antiochus, approximately 2,200 years ago.

December 1st: World AIDS Day. World AIDS Day was created to unite everyone in the fight against the HIV epidemic. This month, increase the education and awareness of AIDS in your community.

December 3rd: International Day of Persons with Disabilities. Created by the UN in 1992, this day promotes the dignity, rights, and well-being of people with disabilities. People with disabilities should be able to participate without any barriers — fully, equally, and effectively. One way you can positively contribute to this is by looking around your workplace. Is it accessible to all? If not, how can you help change that?

December 8th: Feast of the Immaculate Conception – This day is a Roman Catholic feast that celebrates Mary's (the mother of Jesus) conception without original sin

December 8th: Bodhi Day– Mahāyāna Buddhists commemorate Buddha's enlightenment today

December 10th: International Human Rights Day. Every year on December 10th the UN celebrates Human Rights Day. This was instituted following World War II and looked to the US' Bill of Rights as a model.

December 12th: Feast of our Lady of Guadalupe. A religious holiday in Mexico commemorating the appearance of the Virgin Mary near Mexico City in 1531.

December 13th: St. Lucia's Day, a religious festival of light in Scandinavia and Italy commemorating the martyrdom of St. Lucia, a young Christian girl who was killed for her faith in 304 C.E. She secretly brought food to persecuted Christians in Rome while wearing a wreath of candles on her head so both her hands would be free.

December 16th - 24th: Las Posadas. Las Posadas is a religious festival that celebrates events associated with the birth of Jesus. It's primarily celebrated in Latin America, Mexico, Guatemala, Spain, and some Hispanics in the U.S. The celebration itself consists of a re-enactment of Mary and Joseph traveling to different houses that are designated as "inns." The procession is followed by musicians, and at the end of each night, everyone gathers for a feast.

December 21st: Yule Winter Solstice. The Pagan and Wiccan celebration of the Winter Solstice is known as Yule. It's one of the oldest winter celebrations of the world as seasons and weather played a crucial part in their lives. This day marked the return of the sun when days would begin to get longer.

December 25th: Christmas. Christmas is the Christian holiday that celebrates the birth of Jesus. It is both a sacred religious holiday as well as a worldwide cultural and commercial phenomenon. While it is a holy day for many, it is also a significant cultural component of many people's holiday season even if they are not religious.

December 26th – January 1st: Kwanzaa is a celebration of life inspired by African harvest celebrations. The celebration was created by Maulana Karenga, an American professor of

African studies, activist, and author, in 1966. He based it on the traditions from various parts of West and Southeast Africa.

December 26th: Boxing Day, a secular holiday celebrated in the U.K., Canada, Ireland, Australia, New Zealand, Hong Kong and South Africa.

Resources:

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

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

<https://www.med.unc.edu/diversity/>

Upcoming Diversity Events and Trainings

Racial Justice Workshop, December 3rd: 9:00 am - 12:00 pm

This workshop addresses structural racism in the United States. The workshop explores the history of race as a social construct and the effects of racism on our education and health care systems. It also engages participants in a discussion of how to combat structural racism within the School of Medicine.

Modern Day Drapetomania: Calling Out Scientific Racism, December 6th, 12-1pm.

Join Wayne State School of Medicine's Drs. Ijeoma Opara, Nakia Allen and Latonya Riddle-Jones as they present on the topic of their recently published JOURNAL OF INTERNAL MEDICINE article. Understanding and addressing scientific racism is a critical topic and game-changing toward dismantling structural & institutional racism in science, medicine, healthcare, & public health.

Moving from Intention to Impact: Health Equity & Diversity, Equity, and Inclusion, December 9th, 12:00 pm - 1:00 pm

The next Health Equity Speaker Series, featuring Crystal Cené, CHER Associate and System Executive Director of Health Equity and panelists: Nate Thomas, Vice Dean of the Office of Diversity, Equity & Inclusion, UNC SOM and Aleyah Pryor-Pankey, System Executive Director of Diversity, Equity & Inclusion, UNC Health.

Transformational Research: Dismantling Systems of Oppressions in Justice, Education and Health December 9th, 1–2:30 pm

The fifth R3 event in the symposium series will highlight scholarship from UNC graduate students, research scientists, and faculty from the School of Government, the School of Education, and the School of Public Health. Their work examines racial equity interventions used to dismantle systems of oppression and can help us understand what actions can disrupt racism and create more just systems. Equitable practices call us to center the communities most

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).

Many Thanks to UNC'S Anesthesiology



DEI COMMITTEE!!



Lauren Andrews

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*Interested in participating or learning more? Please contact
the Anesthesiology DEI Committee:*

Anes_diversity@med.unc.edu

Have suggestions or need to report something?

Visit the anonymous reporting page:

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