

DEI NEWSLETTER

APRIL TO JUNE 2022

CELEBRATING DIVERSITY



STANDING IN SOLIDARITY

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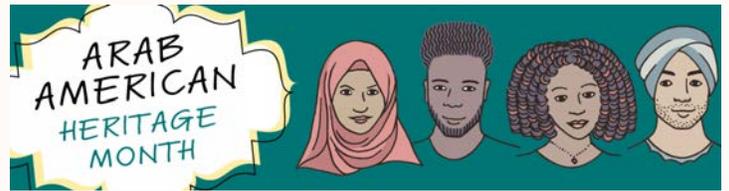
Spring Celebrations

April is Diversity Month



April was Celebrate Diversity Month, which strives to help us gain a deeper understanding of and appreciation for each other's differences. Here, we highlight some specific celebrations and days of recognition that fell in April, as well as those observed in May and June. Click the links below to learn more.

April was also National Arab Heritage Month, which celebrates diverse Arab American culture and recognizes the contributions of Arab Americans, who today live in all U.S. States.



Also in April, we celebrated Earth Day (April 22nd). Earth Day was originally envisioned a way to draw national attention to environmental issues through teach-ins, demonstration, and other advocacy efforts. Because marginalized (particularly Black) communities, are disproportionately impacted by climate change, Earth Day is also an important opportunity to learn more about and advocate for climate justice.



In May, the Administration for Community Living (ACL) led observance of Older Americans Month, which honors older adults and their contributions to our communities. This year, the theme was Age My Way, an opportunity to explore aging in place.



Coming up on June 19th is Juneteenth (also known as Jubilee Day, Emancipation Day, Freedom Day, and Black Independence Day) honors the end of slavery in the United States. On June 19, 1865, federal troops arrived in Galveston, Texas—the last Confederate state with institutional slavery—to ensure freedom for enslaved people. Juneteenth is the longest-running African American holiday, but it was not recognized as a federal holiday until 2021.



Solidarity and Support for our Community

In successive weeks, the country has faced mass shootings in grocery stores, churches, homes, and health care settings. These atrocious acts — several of which were hate crimes, rooted in anti-Semitism and/or targeting racial/ethnic minority groups, namely Black or Asian Americans — exemplify once again that racism remains a constant in our world. It is not enough to condemn these acts; we must also remain steadfast in our commitment to do the work necessary to dismantle racism. Echoing statements from Dean Klotman and Chancellor Washington over the past week, we recognize the pain and hurt that we all experience when we hear news of such crimes, and send our condolences to those with ties to the communities directly affected.

Please know that we stand with those affected by these heinous crimes. We also want to share support services available for the Duke Community for those in need.

- Students should visit [this page](#) for a list of wellness resources and support services.
- [Personal Assistance Service \(PAS\)](#) (919-416-1727) offers free confidential support and counseling to all employees, including faculty, staff, and postdocs, and to their benefit-eligible dependents.
- [The Duke Center for Healthcare Safety & Quality](#) also offers well-being resources that may be of help right now.

Continue to take care of yourselves and each other, and please reach out if there are ways the DEIC can help support you during these troubling times.

LGBTQ PRIDE MONTH

[LGBTQ Pride Month](#) is celebrated in June to honor the 1969 Stonewall Uprising as a turning point for the Gay Liberation Movement in the U.S. The first Pride March was held in New York City in 1970, on the one year anniversary of the Stonewall Uprising. Today, pride marches, festivals, and parades are held across the country. [Raleigh](#) and [Chapel Hill/Carrboro](#) are holding Pride events throughout the month of June. [Durham](#) will celebrate Pride on September 24, 2022.



Installation of AUTOMATIC DOOR OPENER

At DPHS Suite

In an effort to create a more inclusive and accessible environment, the Department of Population Health Sciences worked with Duke Health Facility Planning, Design & Construction to get an automatic door opener installed at the entrance to the office suite. We are happy to announce that the installation of the automatic door opener has been completed. The automatic door opener can be activated by waving your hand over the sensor mounted to the wall next to the suite door (just below the badge reader). Please note that you will still need to scan your ID badge to enter the suite after hours and on the weekends. DEI subcommittee #1 is planning to expand this in classrooms and conference rooms as well.



SUMMER PHOTO CONTEST



DPHS staff and faculty are invited to share pictures from their time off this summer - near and far - for an exciting prize! We'd love to see what you and your families are doing away from work.

We welcome pictures of your special moments and summer adventures - anything from a backyard barbecue to a long-awaited trip. We are particularly interested in photos that showcase experiences with diverse cultures or experiences. To be eligible for prizes, all photographs must be shared by Aug. 30th (by 12pm EST). We'll announce the winners and prizes in September, along with a slide deck of all entries. Only one picture per person is eligible for entry. Collage photographs and videos are not eligible for prizes.

How to share your 2022 summer pictures :

Upload your picture using this [Qualtrics](#) link. Don't forget to add a description!

UPDATED GUIDANCE FOR REPORTING RACE AND ETHNICITY IN RESEARCH PUBLICATIONS*

Published guidance from JAMA in 2021 offers suggestions for encouraging fairness, equity, consistency and clarity in the use and reporting of race and ethnicity in medical and science journals. Below are some key takeaways from this guidance regarding reporting of race and ethnicity that may be useful for us as a department as we strive to include principles of DEI into our collective research.

- Neglecting to report race and ethnicity in health and medical research disregards the reality of social stratification, injustices, and inequities, and removing these variables may conceal existing health disparities.
- However, reporting of race and ethnicity should not be considered in isolation and should be accompanied by reporting of other sociodemographic factors and social determinants, including concerns about racism, disparities, and inequities, and the intersectionality of race and ethnicity with these other factors.
- If any demographic characteristics that were collected are not reported, the reason should be stated.
- The Methods section should include an explanation of who identified participant race and ethnicity and the source of the classifications used.
- If race and ethnicity categories were collected for a study, the reasons these were assessed should also be described in the Methods section.
- Specific racial and ethnic categories are preferred over collective terms, when possible. Categories included in groups labeled as "other" should be defined.
- Categories should be listed in alphabetical order in text and tables.
- Race and ethnicity categories of the study population should be reported in the Results section.



*The above summarizes only one section of the guidance document. Subsequent newsletters will summarize guidance from other sections, as well as recommendations for collecting and reporting gender categories.

SUBCOMMITTEE UPDATES

Subcommittee #1 (Building Community & Safe Spaces) has been planning the *Summer Photo Contest* as a way to foster connection and community in our department. Additionally along with creating this newsletter, we have been brainstorming some creative connection-building ideas, including *Hayti Heritage Center Walking Tour*, *DPHS Teams Channel* which you may see coming your way soon! After the successful installation of automatic door button, we have been exploring ways to expand it within our suite to include it for classrooms and conference rooms.

Subcommittee #2 (Hiring, Promotion & Retention) has been working on the faculty side of DEI. They are talking to DPHS leadership and other people at Duke to see what is most needed for the faculty hiring process.

Subcommittee #3 (DEI Trainings) continues working on scheduling a training to practically address how department members can respond to micro-aggressions. In addition, the subcommittee plans to begin working on a repository of both internal and external trainings and resources, which will be accessible to all department members. As of May 31st, out of 124 total faculty staff and students, 93 (75%) have completed at least one course, and 51 (36%) have completed at least 4 of 6 courses.

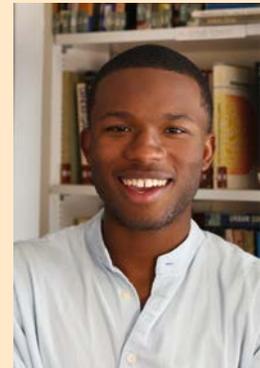
Subcommittee #4 (Resources and Recommendations) has an updated name, "**Reporting, Transparency and Evaluation Subcommittee**" to reflect the additional focus on evaluation. This subcommittee has been working on collecting data and developing metrics to assess efforts to enhance DEI within DPHS. Data from four main areas, 1) education/training, 2) workforce/climate, 3) research, and 4) service, will be analyzed and used to inform recommendations for future DEI strategies and efforts. Findings and recommendations will be disseminated in the form of an annual evaluation report.

Subcommittee #5 (DEI & DPHS Education Programs) The BRIDGE (Building Research Inclusion and Diversity in Graduate Education) Program selecting the 2022-23 cohort of scholars over the past month, and will be announcing the six scholars selected for this year soon! We're grateful to all the mentors who help make this program happen and are excited to build a network of scholars between the first and second year cohort to further support a diverse and talented workforce equipped to improve population health.

Welcome

TO THE DEI COMMITTEE

We're delighted to welcome the following new members to the DEI Committee! They are (left to right) Isa Granados, Paul Dennis and Michael Green



THANK YOU

As the DEI Committee nears two years of age, we've some of our members rotate off in coming months. We would like to thank them for all the fantastic contributions they have made to the committee and our department! They are (left to right) Sudha Raman, Jessica Pritchard and Nidhi Sachdeva

Key Dates

APRIL

- **Ramadan (April 2-May 2):** A month of fasting, reflection, prayer, and community observed by people of Muslim faith. Participating adult Muslims fast between sunrise and sunset.
- **Passover (April 15-23):** A major Jewish holiday commemorating the exodus of the Israelite people from slavery in Egypt. Passover lasts for seven days and eight nights and is traditionally held with a dinner called a Seder on the first night.
- **Good Friday (April 15):** A Christian holiday commemorating the crucifixion and death of Jesus, held the Friday before Easter Sunday.
- **Easter (April 17):** A major Christian holiday commemorating the resurrection of Jesus Christ three days after his burial and crucifixion.
- **Earth Day (April 22):** An annual holiday to celebrate a healthy environment and show support for environmental protection.
- **Day of Silence (April 23):** A student-led national event where people take a vow of silence to highlight the silencing and erasure of LGBTQ+ people at school.
- **Eastern Orthodox Easter (April 24):** Many Greek, Russian and other Orthodox churches will observe Easter on Sunday on May 2 this year.

MAY

- **Asian American and Pacific Islander Heritage Month (all month):** A month dedicated to celebrating Asian Americans and Pacific Islanders in the United States and their contributions to our culture and history.
- **Cinco de Mayo (May 5):** A celebration originally held to commemorate the victory of Mexico over France in 1862, which has since become a celebration of Mexican-American culture observed in the United States.
- **Eid al-Fitr (May 2-3):** A Muslim holiday marking the end of Ramadan, celebrated with presents, new clothes, prayer, and visiting friends.
- **Memorial Day (May 30):** A federal (and Duke) holiday held to honor and mourn military personnel who have died while serving in the United States Armed Forces.

JUNE

- **LGBTQ Pride Month (all month):** Lesbian, gay, bisexual, transgender, and queer (LGBTQ) month is held each year as a celebration of the contributions the LGBTQ community has made to our history and culture and to honor the 1969 Stonewall Uprising, a catalyst for the gay rights movement in the United States.
- **Shavuot (June 4-6):** A Jewish celebration of Moses' descent from Mt Sinai with the ten commandments. Plants and flowers are used in decorations.
- **Juneteenth (June 19):** A holiday celebrating the emancipation from slavery in the United States, held on the anniversary of June 19, 1865, when Union Army general Gordon Granger proclaimed freedom from slavery in Texas. Now a Duke holiday, Juneteenth will be observed on June 20 in 2022.

DID YOU KNOW?

The Hayti Heritage Center offers historic tours of Durham's Black neighborhoods! The three 75-minute tours currently consist of the following:

1. PAULI'S DURHAM: HISTORY OF RACIAL SEGREGATION IN THE WEST END – Stops include The Fitzgerald Home, Pauli Murray Mural, African-American Cemetery and more! Stories include Black Civil War soldiers, the Freedman Schools movement, and segregated travel on Durham's first street cars.
2. HAYTI to HAITI: A GLOBAL BLACK CONSCIOUSNESS – Stories include the women of Hayti, the power of Black churches and Urban Renewal.
3. BLACK WALL ST.: POLITICS OF RACE IN DURHAM – Stops include former sites of NC Mutual, John Merrick's barbershop, the Jack Tar Hotel and more! Stories include: Booker T. Washington's prophecy, "Superstar" C. C. Spaulding, and Viola Turner and the red dress.

DEI Subcommittee #1 is currently organizing an opportunity for DPHS members to take part in one of the offerings above. Stay tuned!

REFERENCES

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- April Diversity Month Image - <https://www.santeecooper.com/news/2021/041321-Celebrating-Diversity-Through-Learning-and-Development.aspx>
- Arab American Heritage Month Image - <https://www.aclib.us/blog/middle-grade-books-arab-american-heritage-month>
- Earth Day Image - leonard_c via Getty Images
- Older American Month Image - <https://www.ssw.com/blog/activities-to-celebrate-older-americans-month/>
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