

# DEI NEWSETTER

## OCTOBER- DECEMBER



## FALL IN LOVE WITH YOUR CITY

THIS GUIDE HELPS YOU SAVOR  
SOME FALL FUN NEAR YOU

DURHAM

RALEIGH

CHAPEL HILL

## CONTENT

<b>Guest Column: Michael Fern</b>	Page 2
<b>Fall Celebrations</b>	Page 3
<b>Health Equity Tourism</b>	Page 4
<b>Student column: Jaifred Christian (Jim) Lopez</b>	Page 5
<b>DEI Burnout</b>	Page 6
<b>Hayti walking tours</b>	Page 7
<b>DEI Committee Updates</b>	Page 8
<b>Key Dates (Oct-Dec)</b>	Page 9
<b>Hispanic Heritage Month</b>	Page 10



# *Guest Column*

## **PERSPECTIVES ON DEI FROM DPHS'S MANAGING DIRECTOR, MICHAEL FERN**



Diversity, equity, and inclusion (DEI) has always played an important role in my personal and professional life. From a personal standpoint, my family and extended family is multicultural and multiethnic, weaving together different backgrounds, languages, and valuable perspectives. From a professional standpoint, DEI is important because people with diverse backgrounds and perspectives, working in an open environment, leads to creative ideas, productive debates, and valuable innovation. In addition to the role that DEI plays in driving creativity and innovation, the concept is also fundamentally about equity and justice. Specifically, all people should be respected equally and given the opportunity to reach their full potential within their professional roles and broader lives. While DEI is an important value of mine, both personally and professionally, I am proud to say that DEI is integrated into almost everything we do in DPHS.

DEI informs our recruiting and hiring processes, helps us create and sustain a healthy work climate, and affects how we think about new problems, solutions, and opportunities. As one example of many, nine members of our DEI committee, created a sophisticated hiring toolkit comprised of equitable practices and processes, which are being used across the department when filling job openings. This toolkit is now being piloted for deployment across the entire Duke University School of Medicine—an example of not only how DEI is integrated into our Department, but also how we are leading the way in developing best practices that will shape the future of the University.

Our work to achieve DEI in DPHS is never done. Thus, I would greatly appreciate hearing from you on how we can further strengthen our practices in the Department!



# Fall Celebrations

## Global Diversity Awareness month

This **October**, celebrate Global Diversity Awareness Month and pay tribute to the diverse minds and beliefs held by all cultures around the world. We live in a multicultural society and embracing the values of various cultures only strengthens our understanding and appreciation of the world. Open your mind to new views and ideas, appreciate cultural differences, and enjoy a fresh perspective you may have been missing. It helps you become a true citizen of the world.

**[Learn more about this celebration HERE](#)**



## National family caregivers month

National Family Caregivers Month is celebrated each **November** to recognize and honor family caregivers across the country.

Celebrating Family Caregivers during National Family Caregivers Month enables all of us to:

- Raise awareness of family caregiver issues
- Celebrate the efforts of family caregivers
- Educate family caregivers about self-identification
- Increase support for family caregivers

**[Learn more about this celebration HERE](#)**

## International day of persons with disabilities

International Day of Persons with Disabilities is on **December 3rd**, recognizes visible and invisible disabilities, to promote the importance of inclusion in life and the workplace. An annual event, World Disability Day is hosted by the United Nations and encourages business leaders across the globe to value the unique contributions of disabled people.

In 2022, the theme for the International Day of Persons with Disabilities is 'Not All Disabilities are Visible'. Some disabilities, like mental health disorders, chronic pain and fatigue, are invisible – but that does not make them any less devastating to someone's quality of life.

**[Learn more about this celebration HERE](#)**





# HEALTH EQUITY TOURISM

## *What is it?*

According to Lett and colleagues, health equity tourism is “the practice of investigators—without prior experience or commitment to health equity research—parachuting into the field in response to timely and often temporary increases in public interest and resources.” Often, these investigators are White and already well-funded. The phenomenon has been gaining traction in recent years, in the context of increasing numbers of requests for health equity-focused applications from top funding agencies. For example, in 2021, the NIH announced a nearly \$100 million investment in health equity research. Increased interest in and funding for health equity research has been driven by the COVID-19 pandemic and the racial reckoning following the murder of George Floyd.



Elle Lett, MA, PhD

Lead author of "Health Equity Tourism: Ravaging the Justice Landscape," published in *Journal of Medical Systems* earlier this year.

## *What are the ramifications?*

On the surface, increased investment in a traditionally under-resourced discipline seems like a positive development. And health equity experts acknowledge that many investigators engaging in health equity tourism are well-meaning, motivated by a sense of urgency to address critical health disparities. However, as described by Lett and colleagues, there are at least two adverse consequences of health equity tourism. The first they term pollution, which refers to the potential for investigators who do not have adequate expertise to conduct low-quality or even harmful studies that are ultimately detrimental to health equity. The second is dilution. An influx of health equity tourists could lead to health equity scholars—particularly Black and brown scholars—may be marginalized, along with their work.

## *What can we do?*

In their article, Lett and colleagues describe four guiding principles that can help health equity tourists to become health equity community members: 1) Health equity is fundamental and 2) Positionality as a healthcare praxis, and 3) Collaboration, and 4) Sustainability in urgency. Under these overarching principles, the scholars highlight specific opportunities for reflection and action that investigators interested in health equity research can take to contribute to the field in a meaningful way. Ultimately, however, the scholars see these as “stopgap” solution, with the ultimate solution requiring a complete re-structuring of academic research, publishing, and promotion.



# Student Column

## EXPERIENCING DEI THROUGH BIOCORE

BY JAIFRED CHRISTIAN (JIM) LOPEZ, PHD STUDENT



As a PhD applicant, I pitched that I would like to contribute to DEI efforts at the School of Medicine (SOM). This summer, I was honored to be able to do just that, as part of SOM's Biosciences Collaborative for Research Engagement (BioCoRE) program.

This program aims "to [promote] the holistic development of scholars throughout their PhD training here at Duke," and selects incoming PhD students coming from diverse backgrounds based on racial and ethnic identity, life experiences, and gender identity/expression, among others. It also provides modest financial support for settling in

Durham and a second-year grant to participate in a national scientific conference. Excitingly, it offers a monthlong Early Start program that exposes scholars to the science being done at Duke, as well as mentorship, team building and community engagement activities.

As part of its 10th cohort and being the first ever scholar from DPHS, I had the chance to represent the population health sciences perspective in conversations on navigating non-diverse spaces and working within a research-intensive environment. We also had fun as we enjoyed an afternoon of ice cream at Maple View Farm, and saw my first ever live Durham Bulls baseball game. The Early Start program, as well as other BioCoRE regular monthly activities, created opportunities for me to get connected with the wider School of Medicine, and I am thrilled to share its lessons to the DPHS community.

Moving forward, I am happy to share that BioCoRE activities are now open to the wider PhD student community at the School of Medicine by becoming a BioCoRE Student Affiliate. If you are interested, please get in touch with BioCoRE program director Dr. Debra Ragland at [debra.ragland@duke.edu](mailto:debra.ragland@duke.edu). You can also follow the Duke BioCoRE Twitter account, [@dukebiocore](https://twitter.com/dukebiocore).



Jim Lopez represents DPHS in the tenth cohort of the School of Medicine's Biosciences Collaborative for Research Engagement (BioCoRE) program, along with 14 other first-year PhD students from other biosciences departments of the School of Medicine.



# DEI leaders are burning out!

by Desiree Morton of Visibli

## Here's why:

**Diversity, Equity, and Inclusion are 3 different jobs. Sure, they are all related, but they are not the same** 😊

**The Diversity** portion focuses on hiring diverse talent, requires gaining buy-in from hiring managers and leadership, building diverse pipelines, positive employer brand, and de-biasing hiring processes. (THIS IS A WHOLE JOB)

**The Equity** part focuses on providing individual employees (and candidates) with the power, agency, and resources they need to have equal access to successful outcomes (e.g. promotions, work satisfaction, networking, learning and development, opportunities). (THIS ONE MIGHT BE 2 JOBS)

Lastly, **the Inclusion** piece focuses on creating an internal environment that recognizes differences and makes space for them to be meaningfully involved in decision-making processes. This involves assessing current systems, benefits, structures, and practices, and requires training and development as well as iteration as new team members join the team.

(THIS ONE IS ALSO A FULL-TIME JOB, AND CAN INVOLVE A CULTURAL SHIFT THAT INVOLVES MANY)

The idea of changing, in 40 hours a week, what has taken thousands of hours to establish (while a whole company continues to push forward) feels a bit like trying to row through the ocean with a tablespoon. We should adjust our expectations to consider that each of the areas are a team effort, and require a lot of collaboration, shared investment, and process iteration. Let's keep this in mind as we continue to make strides toward a more diverse, equitable, and inclusive department, and also when making decisions about dedicating resources to make our efforts really count without losing anyone to burnout.



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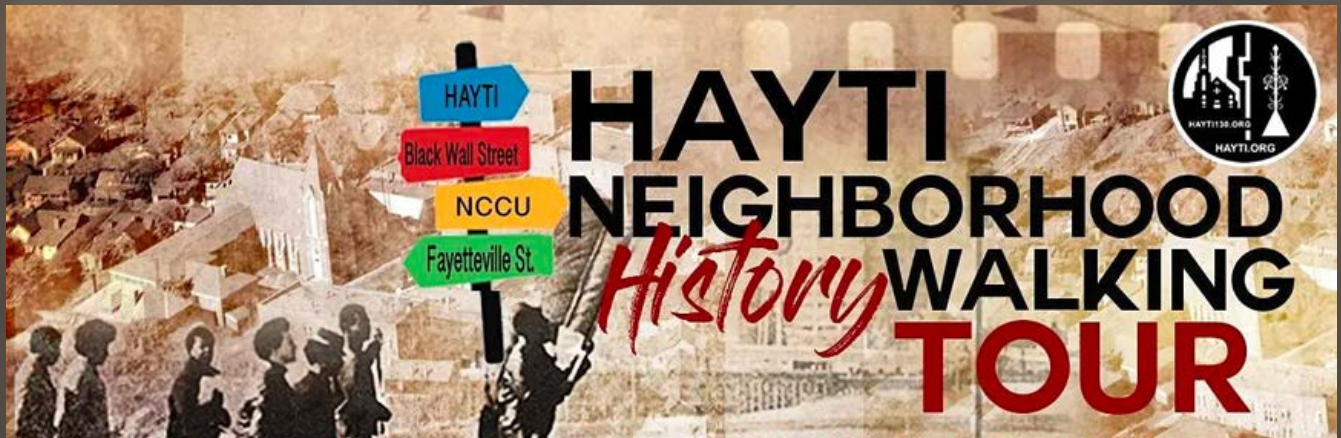
## WE WANT YOUR FEEDBACK



PLEASE FILL OUT OUR SHORT SURVEY AND TELL US WHAT YOU THINK OF THE NEWSLETTERS. WE VALUE YOUR FEEDBACK AND WILL USE IT IMPROVE THE CONTENTS OF FUTURE NEWSLETTERS. CLICK [HERE](#) TO PROVIDE YOUR FEEDBACK.



# LEARN MORE ABOUT BLACK HISTORY IN DURHAM



*We are excited to announce that DEI sub-committee #1 has organized two tours through Hayti Heritage Center to learn more about Black history in Durham. These tours will be followed by lunch gathering at a restaurant nearby to reflect on the learnings from the tour.*

## ***Black Wall Street: THE PRICE OF PROGRESS***

**OCT 21ST, 2022 @ 11.30 AM FOLLOWED BY LUNCH @ 1 PM**

RIVALING TULSA, CHICAGO, AND RICHMOND FOR THE TITLE BLACK WALL STREET OF AMERICA, DURHAM'S PARRISH ST. BECAME THE EPICENTER OF PROGRESS IN THE EARLY 1900S. THIS 75-MINUTE WALKING WALK IS GROUND ZERO FOR UNDERSTANDING THE INTERSECTION OF RACE, MONEY, AND POWER IN BLACK DURHAM. STOPS INCLUDE FORMER SITES OF NC MUTUAL, JOHN MERRICK'S BARBERSHOP, THE JACK TAR HOTEL AND MORE! STORIES INCLUDE THE WASHINGTON DUKE MYTH, "SUPERSTAR" C. C. SPAULDING, AND VIOLA TURNER AND THE RED DRESS. EXPERIENCE STARTING LOCATION VARIES. THE WALK BEGINS AND ENDS AT MAJOR THE BULL. **(25 SPOTS AVAILABLE)**

## ***DIGGIN' HISTORY***

**NOVEMBER 4TH, 2022 @ 10 AM FOLLOWED BY LUNCH @ 12 PM**

THIS IS AN INTERACTIVE GAME-IFIED WALKING EXPERIENCE WHERE INDIVIDUAL PARTICIPANTS OR TEAMS EXPLORE DURHAM' DOWNTOWN HISTORY, MONUMENTS, AND SITES OF CIVIC ENGAGEMENT WHILE USING TECH ASSISTANCE TO FIND CLUES, SOLVE CHALLENGES, AND WIN POINTS IN A HISTORY DIG. EVERYONE WINS WHILE LEARNING AND BUILDING THE COMMUNITY. **(50 SPOTS AVAILABLE)**



# DEI SUBCOMMITTEE UPDATES

## SUBCOMMITTEE #1 (BUILDING COMMUNITY & SAFE SPACES)

Subcommittee #1 has 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, they have been exploring ways to expand it within our suite to include it for classrooms and conference rooms. They have also been working on this last newsletter of the year.

## SUBCOMMITTEE #2 (HIRING, PROMOTION & RETENTION)

Subcommittee #2 has been orienting a new member to the subcommittee, refocusing their priorities based on ongoing discussions with DPHS leadership, and identifying opportunities to provide useful resources based on the past faculty search.

## SUBCOMMITTEE #3 (DEI TRAININGS)

SubCommittee #3 is working with department leadership and the Duke Office of Institutional Equity to schedule a training to practically address how department members can recognize and respond to microaggressions. They hope to share more information soon! "As of September 1st, out of 142 total faculty staff and students, 94 (66%) have completed at least one course, and 56 (39%) have completed at least 4 of 6 courses."

## SUBCOMMITTEE #4 (REPORTING, TRANSPARENCY AND EVALUATION)

Subcommittee #4 has continued to develop 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. A draft document with suggested metrics is now being circulated to DPHS leadership for feedback, and then the subcommittee plans to reach out to relevant staff and faculty for assistance in collecting and accessing data to inform our first annual evaluation report.

## SUBCOMMITTEE #5 (DEI & DPHS EDUCATION PROGRAMS)

The BRIDGE (Building Research Inclusion and Diversity in Graduate Education) Program is proud to welcome the 2022-23 cohort of scholars! See images below to meet our scholars. [SubC#1 can wordsmith this based on if they include the scholars' photos or not] We're grateful to all the mentors who help make this program happen and are excited to expand our network of scholars to further support a diverse and talented workforce equipped to improve population health. SubCommittee #5 is also excited to welcome Michael Green, current DPHS PhD student, to our subcommittee!

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## WELCOME

We're delighted to welcome **Heidi McCann** as a new member of DEI Committee. She will be working with Subcommittee #1



## 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) **Molly Hoffman, Debra Henke, Valery Arevalo**





# Key Dates

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**Yom Kippur (October 4-5):** A Jewish day of atonement and repentance for one's personal sins and to many Jews the most important holiday of their faith. Jews traditionally observe Yom Kippur with fasting, attending synagogue, resting, and atonement.

**Sukkot (October 9-16):** Sometimes called the Feast of Tabernacles, is a seven-day Jewish holiday of thanks for the fall harvest.

**Indigenous People's Day (October 11):** A holiday celebrating and honoring Native Americans, their culture, and their contributions to society.

**Diwali (October 24):** Diwali is the Hindu festival of lights, which typically lasts five days and is celebrated during the Hindu lunar month Kartika (between mid-October and mid-November). One of the most popular festivals of Hinduism, Diwali symbolizes the spiritual "victory of light over darkness, good over evil and knowledge over ignorance."

**Halloween (October 31):** A celebration observed on the eve of the Catholic holiday All Saint's Day, which has also evolved into a secular celebration of the dead, scary stories, costumes, and "trick or treating" for candy.

**Día de los Muertos (November 1):** A Mexican holiday associated with All Saint's Day, celebrated by praying for and remembering departed friends and family members.

**Native American Heritage Month (entire month):** A time to celebrate rich and diverse cultures, traditions, and histories and to acknowledge the important contributions of Native people.<

**Veteran's Day (November 11):** Veteran's Day is a United States federal holiday observed annually on November 11, honoring and remembering all those who have served in the United States Armed Forces.

**Thanksgiving (November 24):** A day of giving thanks for the blessing of the harvest and of the preceding year; Thanksgiving is observed on the 4th Thursday of November, and is both a federal and Duke holiday.

**Hanukkah (November 28-December 6):** Also known as the Festival of Lights, Hanukkah is an eight-day Jewish holiday celebrating the rededication of the Second Temple in Jerusalem in the second century A.D. It is often celebrated with the lighting of menorah candles, as well as traditional foods, games, and gifts.

**Human Rights Day (December 10):** This day commemorates the signing of the Universal Declaration of Human Rights, by the United Nations General Assembly in Paris on 10 December 1948. This declaration recognizes that all human beings in all nations have inherent rights and dignity.

**Yalda Night (December 21):** Also known as Chelleh Night, this Iranian festival marks the longest night of the year. Participants celebrate by uniting with friends and family to eat, drink, and read poetry.

**Christmas (photo, December 25):** An annual Christian (and Duke) holiday commemorating the birth of Jesus Christ, whose birth can be seen in the artwork on the left. Some Christians celebrate Christmas on different days of the year in addition to the 25th.

**Kwanzaa (December 26-January 1):** An African-American and Pan-African holiday celebrating family, community and culture, Kwanzaa is a secular observance with some religious participation. Each day of Kwanzaa celebrates a different life virtue.

**Learn more about additional Heritage Month celebrations [HERE](#)**



# HISPANIC HERITAGE MONTH

Hispanic Heritage Month (September 15 – October 15) is an annual celebration in the United States that honors the history, culture, and contributions of Americans whose ancestry can be traced to 20 countries and one territory — which includes Mexico, Central and South America, the Caribbean, and Spain.

While the official and more common umbrella term, “Hispanic” is something that most of us are familiar with, this term does not represent the diverse races, cultures, and Indigenous languages that encompass this large community. This is why you may also see this recognized as Latinx Heritage Month.

Both Latinx and Hispanic Americans use this as an opportunity to honor their respective cultures and ancestral backgrounds.



Celebrate the end of Latinx Heritage Month with dance and festivities. Sube Ritmo, a student organization at NCSU, will facilitate dance tutorials — both partner and individual — for different Latino dance styles, including salsa, merengue and bachata. Light refreshments and drinks will be provided.

October 14th from 6–7:30pm in the Talley Student Union on NCSU campus.  
More info [here](#).

## References

- **Global Diversity Awareness Month** – <https://thediversitymovement.com/global-diversity-awareness-month/>
- **National Family Caregivers month** – <https://www.caregiveraction.org/national-family-caregivers-month>
- **International Day of Persons with Disabilities** – <https://www.un.org/en/observances/day-of-persons-with-disabilities>
- **DEI Burnout** – [https://www.linkedin.com/posts/desireekmorton\\_dei-leaders-are-burning-out-i-know-because-activity-6953746232674570240-Hvns?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/desireekmorton_dei-leaders-are-burning-out-i-know-because-activity-6953746232674570240-Hvns?utm_source=share&utm_medium=member_desktop)
- **Diversity Calendar** – <https://seramount.com/articles/category/heritage-months/>
- **Fall events, Durham** – <https://www.discoverdurham.com/blog/discover-durham-this-fall/>
- **Fall events, Raleigh** – <https://www.visitraleigh.com/plan-a-trip/visitraleigh-insider-blog/post/the-biggest-events-of-fall-in-raleigh-nc/>
- **Fall events, Chapel Hill** – <https://chapelboro.com/town-square/fall-festivals-spooky-fun-chapelboro>
- **Hispanic Heritage Month** – <https://www.goodgoodgood.co/articles/how-to-celebrate-hispanic-heritage-month>

The DEI Newsletter is created by SubCommittee #1 Ashwini Joshi, Devon Check, Heidi McCann and Kevin McKenna. The template was retrieved from Canva.com