Solar New Year

Solar New Year is the beginning of solar calendar year. The event is celebrated by numerous cultures in various ways and on diverse dates. The most common bases chosen to begin a new calendar year are the winter solstice, summer solstice, the spring equinox, and the autumnal equinox. South and South-east Asian solar calendars are more formally linked to astronomical events.

Join the Thae, Lao, and Cambodian communities in celebration of the beginning of the solar calendar year.

**SOLAR NEW YEAR CELEBRATION**

501 FOSTER ST  
DURHAM, NC 27701  
TIME: 12:00 PM TO 12:30 PM  
LOCATION:  
DURHAM CENTRAL PARK PAVILION  
FREE ADMISSION

This issue:

Cultural Celebrations  
PAGE 01 - 02

Standing in Solidarity with LGBTQ+ community  
PAGE 03

Upcoming Events  
PAGE 04 - 05

Guest Column by Lesley Curtis  
PAGE 06

BRIDGE Program Student Testimonials  
PAGE 07

INCLUSIVE ADDIE  
PAGE 08

Student Column by Michael Green  
PAGE 09

DEI Subcommittee Updates  
PAGE 10

References  
PAGE 11
Eid al-Fitr

Eid al-Fitr is an important Islamic holiday that marks the end of the holy month of Ramadan, the month of fasting. In 2023, Eid al-Fitr is expected to be celebrated from Friday, April 21, to Sunday, April 23, although the exact date may vary depending on the sighting of the moon.

The history of Eid al-Fitr dates back to the time of Prophet Muhammad, who founded Islam in the 7th century. According to Islamic tradition, the Prophet received the first revelation of the Quran during the month of Ramadan, which is why the month is considered sacred.

The festival of Eid al-Fitr is a time of joy and celebration, with Muslims gathering with family and friends to exchange gifts, share food, and pray together. On the day of Eid al-Fitr, Muslims attend morning prayers at the mosque or in an open area, wearing new clothes and reciting special prayers. The day is marked by feasting, with traditional foods such as sweets, dates, and biryani served in abundance.

The celebration of Eid al-Fitr is also a time of giving, with Muslims encouraged to donate to charity, which is among the most noble deeds in Islam, and help those in need. The festival is an important reminder of the values of community, compassion, and gratitude, and serves as a time for reflection and spiritual renewal.

Learn more about various cultural celebrations [HERE]
STANDING IN SOLIDARITY WITH THE LGBTQ+ COMMUNITY

As a part of our core mission of diversity, equity, and inclusion in DPHS, we strongly support and stand with our colleagues, friends, and family in the LGBTQ+ community. Given the harmful recent events, language, and legislation in North Carolina and nationwide, we affirm our unwavering support and strongly believe that we are a better community because of our values. Our LGBTQ+ community makes us stronger and more impactful because of their unique and valuable contributions.

If anyone needs assistance or support, please reach out to the following resources:

- DPHS Resource People: (Kate Ehle and Karen Steinhauser)
- DPHS leadership members: Tomi Akinyemiju, Michael Fern, and Lesley Curtis
- DPHS anonymous reporting form (goes to an inbox monitored only by Tomi Akinyemiju and Queen Assata Stephens)
- DPHS Professionalism Plan
- Duke PAS Program
- Duke CAPS
- Duke Center for Sexual and Gender Diversity

As a reminder, we offer an LMS training for people in the department to learn how to support the LBGTQ+ community titled DPHS DEI Foundational Training Series Module 3: PRIDE Foundational Training. If you have yet to complete this course, it should be in your queue when you log in to LMS. Please contact Avalon McMullen with any questions regarding the course or registration.

D-Day of Silence

The Day of Silence is a national student-led demonstration where LGBTQ+ students and allies all around the country—and the world—take a vow of silence to protest the harmful effects of harassment and discrimination of LGBTQ+ people in schools. Started in the mid 90’s by two college students, the Day of Silence has expanded to reach hundreds of thousands of students each year. Every April, students go through the school day without speaking, ending the day with Breaking the Silence rallies and events to share their experiences during the protest and bring attention to ways their schools and communities can become more inclusive.

Register to get the latest updates on Day of Silence resources and special opportunities like celebrity engagements. And don’t forget to share on social media about GLSEN’s (Gay, Lesbian, and Straight Education Network) Day of Silence, encouraging students and educators to register.

PRIDE Month

Every year, during the month of June, the LGBTQ+ community celebrates in a number of different ways. Across the globe, various events are held during this special month as a way of recognizing the influence LGBTQ+ people have had around the world. Why was June chosen? Because it is when the Stonewall Riots took place, way back in 1969. As well as being a month long celebration, Pride month is also an opportunity to peacefully protest and raise political awareness of current issues facing the community. Parades are a prominent feature of Pride month, and there are many street parties, community events, poetry readings, public speaking, street festivals, and educational sessions - all of which are covered by mainstream media and attracting millions of participants.

The New York Pride March is one of the largest and most well known parades to take place, with an estimated 500,000 people participating in it by the time it had reached its 25th anniversary.
**FROM ACADEMIA TO ACTION: DECOLONIZING PRACTICE IN GLOBAL HEALTH AND BEYOND**
A two-day hybrid webinar event
Thu, Apr 20, 2023 9:00 AM – Fri, Apr 21, 2023 3:00 PM EDT
Details [HERE](#)

**SPIRIT IN THE LAND: AN AFTERNOON IN HISTORIC STAGVILLE**
Nasher Museum and Historic Stagville co-present an afternoon of guided tours for all ages
2-4 pm at 5925 Jock Road, Bahama, NC 27503
Details [HERE](#)

**FILM SCREENING: "COMING TO YOU"**
A Korean documentary about LGBTQ+ parents' stories
6.30-9.30 pm at White Lecture Hall 107
Details [HERE](#)

**INTEGRATING DIVERSITY, EQUITY AND INCLUSION: HOW TO CHANGE A CULTURE**
12-1 pm, In-person: 0400 North Pavilion and via zoom by Alyson K. Myers, MD
Details [HERE](#)

**MAY JAPANESE TEA GATHERING: CHILDREN’S DAY TEA**
10.30am – 12pm at Sarah P. Duke Gardens
Details [HERE](#)

**DIVERSITY: WHAT’S COVID GOT TO DO WITH IT? (UNRAVELING OUR COLLECTIVE TRAUMA)**
10am-11.30 pm at Duke U Press Lib, 905 W. Main St. Ste. 20-C by OIE staff
Details [HERE](#)
Duke Graduate Student
Mental Health Awareness Week
(May 15-20)

Duke BioCoRE, in collaboration with the School of Medicine’s Office of Biomedical Graduate Education, will celebrate Mental Health Awareness Week with some exciting events.
Open to all graduate and professional students at Duke!

To register, visit THIS page

DPHS DEI Community Service Event

Durham Geer Cemetery Spring Cleanup
Friday, April 28th at 2pm

Volunteering will involve picking up branches, cutting vines, and removing litter in this historic cemetery.

In addition to helping tidy the area, we will learn more about this final resting place of many of the earliest generations of African Americans in Durham.

According to the Friends of Geer Cemetery website - “The act of maintaining, preserving, and protecting the cemetery makes the space visible and available to the community. Programs, educational sessions, and other events reveal how the cemetery was founded, used, and eventually neglected. Telling stories and educating others about the space is as much a part of keeping the cemetery alive as sharing the hard work of reclaiming the physical grounds.”

Don’t miss out on this unique opportunity to give back to our community! Sign up online by April 19 to save your spot.
It was such a pleasure to meet Felicity Enders, PhD, when she visited Duke a few weeks ago, and to hear her speak about the “hidden curriculum” in health sciences. Hidden curriculum refers to the ill-defined collection of unwritten rules, unspoken expectations, and norms that people have to figure out when they start a new job or training program. Dealing with hidden curricula can be challenging for everyone and people who come from “outside” the majority system are often at a distinct disadvantage.

Dr. Enders spoke about hidden curriculum as a concept, and she gave specific suggestions about how trainees and mentors can work together to navigate the hidden curriculum. For example, she presented specific suggestions about how trainees can develop the written and oral communication skills needed for research and how mentors can help. She also gave specific suggestions about how to be assertive without being seen as aggressive, how to figure out how institutional norms, and how to cope with bias. Many of the suggestions might be helpful for employees and supervisors, as well. I’m eager to hear your thoughts about that.

Dr Enders is a terrific speaker and I encourage you to watch her talk if you weren’t able to attend. (You’ll need to access with your Duke login.) Thanks to Gina-Maria Pomann, PhD (Assistant Professor in B&B and Director of the Duke CTSA’s BERD core) for suggesting that we invite Dr. Enders to Duke.
The BRIDGE Program educates, mentors, and supports a diverse and talented workforce equipped to improve population health, reduce health disparities, and advance health equity locally and globally.

- BRIDGE is for students and trainees at the undergraduate or graduate level who are under-represented in scientific research.
- BRIDGE scholars will receive didactic training, research experience, transition support with a faculty mentor, networking opportunities with BRIDGE program alumni, and financial support for career development and academic excellence.

For more information about the program, visit HERE.

We asked BRIDGE scholars to describe the benefits of their involvement with the BRIDGE program, also and the highlights of this last year. Here is what several had to say:

**J'Mauri Jackson**
Graduate Student | Department of Sociology

- This was an incredible and transformative experience! Through the program curricula and with the guidance of my wonderful mentor, I have become a better health researcher, communicator, and all-around academic.
- The Summer Institute and BRIDGE workshops have helped me feel more confident as a professional.
- It's been exciting putting these experiences to the test like rehearsing elevator pitches and (finally) creating a LinkedIn profile to build a professional network.
- Not only have the BRIDGE directors been exceptionally kind and supportive, but this has been true for everyone I have met in the Department of Population Health Sciences. The sense of community, collaboration, and cordiality is palpable and deeply appreciated.
- It is difficult to pinpoint what I enjoy most about this program because I genuinely loved every moment of it. I am grateful for this experience and looking forward to seeing where these newfound skills will take me.

**Bee Ben Khallouq**

- My mentor has acted as a great support and place to bounce ideas with.
- Exposure to grant application; ability to learn about the grant process.
- Exposure to other research methodologies and interdisciplinary ideas.
Considerations for DEI-informed instruction

The INCLUSIVE ADDIE model was created to extend the popularity of the ADDIE model and support diversity, equity, and inclusion (DEI) in instructional design and course implementation.

INCLUSIVE ADDIE model is an extension of previous work on inclusive teaching and course design. It is based on the ADDIE model, a well-known instructional design framework that includes the following five stages: analyze, design, develop, implement, and evaluate. In response to critiques that the ADDIE model misses a crucial cultural component, the INCLUSIVE ADDIE model adds nine substages that infuse inclusive practices into the pedagogical process: introspection, needs, context, lesson, understanding, supporting structures, implementation, values, and evolution (see figure 1).
I am Michael D. Green, a 2nd year PhD student in the Department of Population Health Sciences. As some of you know, my research primarily focuses on how social determinants of health impact marginalized individuals' ability to receive preventative care to improve their cardiovascular health. I work directly under the advisory of Dr. Matthew E. Dupre on a National Institute of Aging Diversity supplement award on one of Dr. Dupre's R01 grants. I am excited to share with you some of the DEI work I have been involved in within our department.

I joined the DEI committee in the summer of 2022, and since then, I have contributed to multiple sections of the committee's mission and helped to operate the BRIDGE program. One of my main contributions was promoting the BRIDGE program and our department's degree-granting programs during a lecture I gave for the EE Just Program at Dartmouth College in the fall of 2022. Additionally, I gathered insight from the EE Just Program director on how to make the BRIDGE program sustainable for supporting scholars long-term, which may be useful for our own DEI efforts.

In the summer of 2022, I also initiated a project with former DEI committee member Dr. Emily O'Brien and BRIDGE scholar Emilie Kadhim. The project involved analyzing the public reporting of race in drug trials for therapies that treat essential hypertension. We completed the analysis and presented our findings at the 2023 American Heart Association Epidemiology | Lifestyle meeting with the support of the Department, the Duke Graduate School, and Dr. O'Brien. The paper is currently in print at the American Heart Journal. You can read it HERE.

Lastly, I am proud to share that the BRIDGE program has seen more interest than in previous years, as we approach the application deadline for the upcoming cohort of BRIDGE scholars. It has been a pleasure to work alongside my colleagues in the DEI committee and the BRIDGE sub-committee.

If you are interested in learning more about my work or the DEI program more broadly, please feel free to reach out to me. I am always happy to discuss ways in which we can continue to promote diversity, equity, and inclusion in our department and beyond.

Thank you for your attention, and I look forward to continuing our department's efforts to promote diversity, equity, and inclusion.
SUBCOMMITTEE #1 (BUILDING COMMUNITY & SAFE SPACES)
Subcommittee #1 has been working on this newsletter, as well as some exciting events for spring and summer, including the community service event mentioned in the newsletter. They have also been doing background research on gender-inclusive bathrooms which would be accessible to all DPHS faculty, staff, and students at Imperial building.

SUBCOMMITTEE #2 (HIRING, PROMOTION & RETENTION)
Subcommittee #2 is reviewing DEI materials from the most recent faculty search to inform a future faculty hiring toolkit.

SUBCOMMITTEE #3 (DEI TRAININGS)
Subcommittee #3 is working to help plan the microaggressions trainings that are scheduled for April 6 and May 23. In addition, they are planning a new training on weight stigma and how it might show up in the department’s DEI work.

SUBCOMMITTEE #4 (REPORTING, TRANSPARENCY AND EVALUATION)
Subcommittee #4 is still working on incorporating DEI items mandated by the School of Medicine into our departmental report.

SUBCOMMITTEE #5 (DEI & DPHS EDUCATION PROGRAMS)
The BRIDGE (Building Research Inclusion and Diversity in Graduate Education) Program is excited to have opened applications for the 2023-24 cohort of BRIDGE scholars! They accepted applications through March 31st, and are excited to coordinate professional development opportunities unique to the needs of the current cohort of scholars this spring. They’ll soon be selecting the next cohort of scholars, and they’re excited to expand the network of scholars to further support a diverse and talented workforce equipped to improve population health!

Want to be featured in the next newsletter or have feedback to share?

Please fill out our short survey and tell us what you think of the newsletters.

We value your feedback and will use it to improve the contents of future newsletters.

Click here to provide your thoughts and suggestions.
• Solar New Year - https://www.discoverdurham.com/events/solar-new-year-celebration/


• Eid al-Fitr around the world
https://www.theguardian.com/world/gallery/2022/may/02/eid-al-fitr-celebrations-around-the-world-in-pictures

• PRIDE month - https://www.awarenessdays.com/awareness-days-calendar/pride-month-2023/

• Day of silence- https://www.glsen.org/dayofsilence

• Cultural celebrations calendar - http://bit.ly/3D51IcY

• Duke Events - http://calendar.duke.edu/

• Graduate Student Mental Health Awareness Week - https://duke.is/r2xnc

• Friends of Geer Cemetery - https://friendsofgeercemetery.org/


The DEI Newsletter is created by
SubCommittee #1 Ashwini Joshi, Devon Check, Heidi McCann,
Jim Lopez and Rebecca Fillipo

The template was retrieved from Canva.com