

THE DEI NEWSLETTER

JULY-SEPT 2023



BLACK WOMEN'S EQUAL PAY DAY

Institutional racism is a thing, and combating it is a large part of the reason for observing Black Women's Equal Pay Day, which takes place annually on a date set by a national group of advocates. **This year, it takes place on September 21.**

On average, Black women typically make just 62 cents for every dollar paid to white, non-Hispanic men. The parental status also impacts the wage gap, with Black mothers making just 50 cents to every dollar a white father makes. The pandemic and social unrest about racial injustice have amplified existing inequities in America.

Read more about [How to Observe Black Women's Equal Pay Day](#).

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DPHS STATEMENT ON THE RECENT SUPREME COURT DECISION

Part of our mission at Duke PopHealth is to equip future researchers and leaders with expertise that will help bridge disparities in health outcomes, the burdens of which fall heaviest on communities of color.

We believe that it is essential to our mission to uphold equity, diversity, and inclusion in the population health sciences, towards a better understanding of and action on health disparities that affect underrepresented and disadvantaged communities.

With the recent Supreme Court decision regarding race-conscious admissions in two peer institutions, we remain committed to our values, in line with rest of the Duke University leadership and community.

DPHS will continue to be a welcoming place, and a supportive and inclusive environment for everyone.

NATIONAL DISABILITY INDEPENDENCE DAY



National Disability Independence Day is celebrated every year on July 26. It commemorates the signing of the Americans with Disability Act (A.D.A.) in 1990. This civil rights law criminalizes any kind of discrimination against individuals with disabilities and assures them full participation in the community, independent living, and economic self-sufficiency.

The Americans with Disability Act covers the following areas: public accommodation, employment, transportation, and state and local government services. A.D.A. is a life-changing act for many people. Today, one in four Americans with a disability can access and participate better in their workplaces and general communities.

Learn more about the [History of National Disability Independence Day](#).

GENDER NEUTRAL BATHROOM UPDATE

To ensure that Duke PopHealth is an inclusive and safe space for all, we on DEI Subcommittee #1 (charged with building community and safe spaces) have spearheaded efforts in the past few months to facilitate access to a gender neutral bathroom. These efforts included the following:

- Communications and meetings with Imperial Building management, the City of Durham, and Duke Health's office for Facility Planning, Design and Construction on the feasibility of constructing a gender-neutral bathroom within the department premises,
- Engagement with other departments and offices that have carried out similar initiatives, such as the Duke Department of Biology, and
- Technical and policy guidance from the Office of Equity, Diversity, and Inclusion at the Duke School of Medicine.

After careful consideration of all available options, we have proposed an interim solution which involves the posting of signage and the distribution of flyers showing nearby establishments that have gender-neutral bathrooms. Nonetheless, we continue to aim for a conveniently located gender-neutral bathroom for use of the DPHS community.

We are grateful for the support of DPHS leadership, DEI Committee Chair Dr. Tomi Akinyemiju, and Chief Administrative Officer Dr. Michael Fern.

PRIDE: Durham, NC

Date: Saturday, September 23rd, 2023

Time: 10:30 am - 8:00 pm

Location: Duke East Campus (Parade and Festival)
and CCB (Concert)



This year's theme for Pride is "GIVE THEM THEIR FLOWERS" -- as the subtitle describes, we offer honor and gratitude for the courage and leadership of our trans communities, particularly our Black and brown trans women and non-binary folks. Our events this year will provide opportunities for us to center and celebrate members of the LGBTQ+ community who boldly certify our public standards for human dignity, all while facing physical violence, hateful legislation, and other harmful experiences. We intend to commemorate our ancestors who sowed past seeds that still bear fruit today and to pay tribute to the people who help us be our best selves now, embodying our highest values and greatest visions for a more whole, safe, and liberated Durham, North Carolina.

Register [HERE](#)

BOOK TALK AND Q&A WITH GREGGOR MATTSON : WHO NEEDS GAY BARS?



Date : September 27th, 2023

Time : 4 pm - 5:30 pm

Venue : East Duke Parlors

Gay bars have been closing by the hundreds. Jolted by the closing of his favorite local watering hole in Cleveland, Ohio, Greggor Mattson embarked on a journey to 300 gay bars in 39 states to paint a much more complex picture of the cultural significance of these spaces, inside the "big four" gay cities, but also beyond them.

Greggor Mattson is Professor and Chair of Sociology at Oberlin College & Conservatory. He is also in the Gender, Sexuality, and Feminist Studies Program and is the Mellon Mays Undergraduate Research Fellowship Faculty Advisor.

Register [HERE](#)

EXHIBIT: MANDY CARTER, THE SCIENTIST OF ACTIVISM



Date : August 4th, 2023 - Dec 3rd, 2023

Venue : 411 Chapel Dr, Durham, NC 27705

An exhibit honoring the decades-long work of Mandy Carter, a Durham, NC-based Black lesbian feminist activist who has been central in the struggle for social justice, especially nonviolent resistance, Black freedom movements, and queer liberation.

While celebrating Mandy and her community organizing tactics, this exhibit celebrates four central anniversaries of national and regional organizations that Mandy joined, founded, or led. These organizations: War Resisters League, celebrating 100 years; 60 years since March On Washington; Southerners On New Ground, celebrating 30 years and the National Black Justice Coalition, recognizing its 20th year, are all central to the legacy of nonviolent resistance, Black freedom movements, and queer liberation and through this exhibit shows what it takes to get us free.

Register [HERE](#)

AFRO SOCA LOVE FESTIVAL



Date : August 25th, 2023

Time : 3:00 pm - 10:00 pm

**Venue : Durham Country Board of Elections
201 N Roxboro St, Durham, NC 27701**

Music by DJ Maga Stories 8-10 p.m.

Festival Features:

Black-Owned Businesses (Locally and Globally Renowned)

Food Vendors (African American, Caribbean, African and Afro-Latin Options)

Live Performances

Photobooth

The Good Vibes Of The Community

DJs For More Music and Dancing

Entertainment

Giveaways

The Official Cultural Pre Festival To Black August In Park!

Buy Tickets [HERE](#)

AMERICAN HEART ASSOCIATION : HEART WALK



Date : October 8th, 2023

Venue : TBD, Raleigh, NC

We Walk to Save Lives!

Nothing unites us and helps build community like doing good together!

Every one of us has a connection, a person, a why to get out there and make a

difference when it comes to the #1 and #5 causes of death: heart disease and

stroke. So, let's be bold, be confident, be life changing and let's step out

together and save some lives. Oh, and let's also have some fun along the way!

Sign up to participate, to lead a team, to donate, to recruit friends and family.

Then, we will walk together!

Reach out to [Heidi McCann](#) to help form a DPHS team.

GUEST COLUMN

QUEEN ASSATA STEPHENS



I am Queen Assata Stephens, and I am the Program Coordinator of DEI & Events for the Department of Population Health Sciences. I graduated from Elon University in 2022 with a Bachelors in Public Health Studies and a minor in African & African American Studies. During my time at Elon, I worked in the Center for Race, Ethnicity, and Diversity Education where I coordinated programs and facilitated trainings on social identities and issues afflicting minoritized communities.

My sophomore year was particularly pivotal for me and how I pursued the rest of my collegiate career. I took a course entitled "Maternal and Child Health Inequities" taught by Dr. Yanica Faustin, where I learned about the Black maternal health crisis. Currently Black women are 3-4 times as likely to die from childbirth complications as their white counterparts. In New York City, this statistic jumps to 12 times as likely. Initially, I was shocked and disheartened at the way the healthcare system treats Black women. I then learned that having a doula present drastically enhances the likelihood of having a successful birthing experience for both the birthing person and the baby. It was then that I decided I wanted to make a difference in this fight against this crisis. I became a certified doula in 2021. I firmly believe that everyone deserves a doula. Giving birth is something that you will never forget, and no one should have to suffer during this experience.

But my passion for Black maternal health didn't stop there. My advisor Dr. Stephanie Baker told me about a research project that had been put on pause but could be picked up by me if I was interested. It was a qualitative study on Black women and out of hospital births. It was comprised of approximately 30 interviews of women who had decided to have an out of hospital birth and what led them to wanting to have that experience. I found multiple themes across the interviews such as empowerment, wanting autonomy within their experience, and reconnecting to their roots. Once I gathered all the themes, my advisor and I started to think about the way we'd like to disseminate our findings. We decided to create a documentary dance film entitled "Reclaiming Power: The Black Maternal Health Crisis". This film was beautifully choreographed by Keshia Wall and showcased dancers who also attended Elon. The film has since been presented at conferences and film festivals and even won in the unscripted short category at the Hobnobben Film Festival. This film was a wonderful way to disseminate our findings in a palatable way and I'm grateful for that experience.

I've always been passionate about DEI work and creating space for marginalized communities wherever I am, and I look forward to making a positive impact within our department as I serve in this role.

SUMMER PHOTOGRAPHY CONTEST IS NOW OPEN!

Submit your entry [HERE](#)

Contest Categories:

- Most reflective of a diverse culture or experience
- Most creative use of department swag
- Fan favorite

One winner in each category will receive a \$100 gift card to support a Black-owned business of their choice.

DPHS DEI Committee presents



Summer Photography Contest

DPHS faculty, staff, and students are invited to share pictures from their time off this summer – near and far – and win exciting prizes!

We'd love to see what you are doing away from work this summer!

Contest Categories:

- Most reflective of a diverse culture or experience
- Most creative use of department swag
- Fan favorite

One winner in each category will receive a \$100 gift card to support a Black-owned business of their choice.

Contest Rules:

- Only one picture per person is eligible for entry
- Include a caption describing your photo
- Collage photos or videos are not allowed
- Winning photos will be shared in the DPHS DEI Newsletter
- Need DPHS swag? [Email us!](#)

Final date for entry :
September 30th, 2023



Submit your entry [HERE](#)



DEI SUBCOMMITTEE UPDATES

SUBCOMMITTEE #1 (BUILDING COMMUNITY & SAFE SPACES): SC#1 has been working on this newsletter, as well as some exciting events, including the HAYTI neighborhood walking tour. 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 (FACULTY AND STAFF DIVERSITY): SC#2 has been reviewing prior faculty search documents and processes and creating DEI recommendations for faculty hiring. We recently presented to the DEI committee and are incorporating their feedback.

SUBCOMMITTEE #3 (DEI TRAININGS): Subcommittee #3 hosted two successful in-person trainings on microaggressions in the workplace with the Office of Institutional Equity. We are working on scheduling 3 educational sessions for the 2023-2024 school year.

SUBCOMMITTEE #4 (EVALUATION AND POLICY GUIDELINES): SC#4 is still working on incorporating DEI items mandated by the School of Medicine into our departmental report.

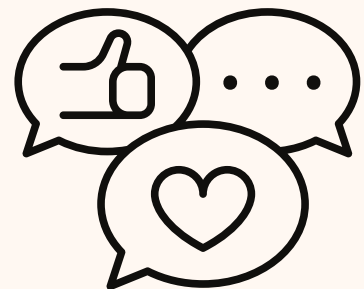
SUBCOMMITTEE #5 (DEI & DPHS EDUCATION PROGRAMS): Over the past quarter, the BRIDGE Program has successfully completed the admissions process for the 2023 - 2024 cohort. After an extensive search, we welcomed six scholars with varied backgrounds and interests within population health sciences. Each of the scholars were awarded a scholarship to participate in DPHS's Summer Institute in June, have made the connection with their mentors, and will participate in an onboarding meeting at the end of the summer that will lay out the framework and content for the remainder of the year.

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 IMPROVE THE CONTENTS OF FUTURE NEWSLETTERS.

CLICK [HERE](#) TO PROVIDE YOUR THOUGHTS AND SUGGESTIONS.



HOLIDAY CALENDAR & HERITAGE MONTHS by Seramount

is an excellent resource for holidays and cultural events, updated regularly.

The world is rich with diversity, which is reflected in the observances celebrated by its various cultures and populations. Knowledge of the diversity holidays and celebrations in this calendar can enhance our workplace diversity and inclusion efforts.



Please download the 2023 calendar [here](#)

REFERENCES

- Black women's equal pay day image - Image by Agata Nowicka for Money - <https://money.com/today-is-black-womens-equal-pay-day-this-chart-shows-exactly-how-big-that-pay-gap-is/>
- Black women's equal pay day - <https://nationaltoday.com/national-black-womens-equal-pay-day/>
- National disability independence day image - <https://news.ucdenver.edu/when-is-national-disability-independence-day/>
- National disability independence day - <https://nationaltoday.com/national-disability-independence-day/>
- Duke events - <https://calendar.duke.edu/>
- Hayti Heritage Center - <https://hayti.org/>
- Holiday calendar by Seramount - <https://seramount.com/articles/category/heritage-months/>