



Diversity, Equity, and Inclusion Committee

Newsletter

MARCH-APRIL 2024



Department of Population Health Sciences

Duke University School of Medicine



In This Edition



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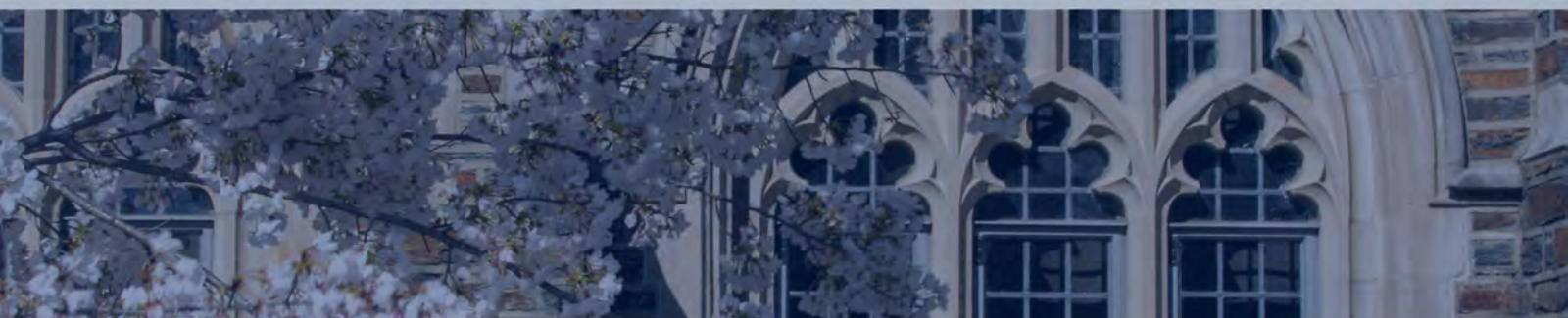
SUBCOMMITTEE UPDATES: INTRODUCING NEW DEI COMMITTEE MEMBERS

DPHS 2023 THANKSGIVING POTLUCK REFLECTIONS

LUNAR NEW YEAR DUMPLING MAKING PARTY

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MARCH 2024 HOLIDAYS AND AWARENESS OPPORTUNITIES



Guest Column



Madison Butler

“[Working in DPHS] allowed me to gain exposure to the community, [...and] improved my understanding of health-related research.”

In this issue, we feature Madison Butler, who assisted the DEI Committee in coming up with material for this Newsletter.

Hello! My name is Madison Butler, and I am a Research Assistant/Data Visualist at the Department of Population Health Sciences. Within our committee I created Community Newsletters and helped out with general content needs.

I am a third-year pre-medicine undergraduate at Duke University, and I'm majoring in Biology with a minor in Chemistry and African & African American Studies (AAAS). I have done prior work with the Duke Cancer Institute as a Communications Intern, where I marketed and attended community events hosted by the Diversity, Equity, and Inclusion branch.

I aspire to be a cardiothoracic surgeon, and working in health-care facilities like Duke Cancer Institute and Duke Department of Population Health Sciences allowed me to gain exposure to the community and demographic aspects of healthcare. Having this knowledge has improved my understanding of health-related research and taught me how to achieve better patient care and engagement.



The DEI Subcommittees

Each subcommittee focuses on a specific objective in pursuit of the DPHS commitment to diversity, equity and inclusion.

SUBCOMMITTEE 5:
Integrating principles of DEI into teaching and learning in DPHS



SUBCOMMITTEE 1:
Building a sense of community and trust and creating safe spaces for all identities



DPHS DEIC



SUBCOMMITTEE 4:
Evaluating the current climate within DPHS and developing metrics to measure progress on departmental initiatives related to DEI



SUBCOMMITTEE 3:
Sustaining engagement with DEI training within DPHS

SUBCOMMITTEE 2:
Recruitment, promotion, and retention of faculty members from racial and ethnic groups that are underrepresented in biomedical research





SUBCOMMITTEE 1:

Building a sense of community and trust and creating safe spaces for all identities



Current Members: Rebecca Fillipo, Heidi McCain, Jim Lopez

Introducing... the new members:



TAY GLOVER
MEDICAL INSTRUCTOR

"I joined the DEIC to serve, but also to improve departmental efforts for ensuring everyone feels safe, welcome, and comfortable."

**Served in Subcommittee #1
January - March 2024*



IRIS NAVARRO
CLINICAL RESEARCH COORDINATOR

"I'm on my own personal journey to understand the power of diversity and I'm deeply committed to fostering an inclusive and equitable environment for everyone."



JANUARY CORNELIUS
1ST YEAR PHD STUDENT

"I joined the DEIC because I value diversity and inclusion and want to see more people who look like me in academia."

**Served in Subcommittee #2
January - March 2024*



ELIZABETH ROJO
1ST YEAR PHD STUDENT

"I joined the DEIC to learn, and make a difference in the department. I'd like to continue seeing the institutional change as we move into a more inclusive department with equal representation across all ranks."

**Served in Subcommittee #2
January - March 2024*





SUBCOMMITTEE 2:

Recruitment, promotion, and retention of faculty, staff, and students from racial and ethnic groups that are underrepresented in biomedical research

Current Members: Anna Hung, Isa Granados, Lauren Brinkley-Rubinstein

Tay Glover (beginning May 2024)



SUBCOMMITTEE 3:

Sustaining engagement with DEI training within DPHS

Current Members: Cody Neshteruk, Queen Assata Stephens

Introducing... the new members:



SEMRA OZDEMIR
ASSOCIATE PROFESSOR

"As someone who lived and worked in different continents and cultures, I joined the DEIC to help the departmental efforts for ensuring everyone in the department to feel that they are part of a community."



PREETHA RAMACHANDRAN
CLINICAL RESEARCH SPECIALIST, SR.

"I joined this committee to help continue vital, collaborative DEI work, joining an intradepartmental team seeking to engage trainees, staff, and faculty in necessary DEI discussions and equity-focused work."



NINA SPERBER
ASSOCIATE PROFESSOR

"I joined the DEIC because I would like to spend consistent time and attention on applying DEI principles to promote effective group behavior."





SUBCOMMITTEE 4:

Evaluating the current climate within DPHS and developing metrics to measure progress on departmental initiatives related to diversity, equity, and inclusion



Current Members: Amy O'Regan, Jennifer Thomas, Paul Dennis

Introducing... the new members:



TINA CHENG

2ND YEAR PHD STUDENT

"I joined the DEIC to learn and share my voice as an international student navigating higher education".



CAROLINA MEJIA

SENIOR TECHNICAL ADVISOR

"I joined the DEI Subcommittee after witnessing the Department's proactive stance on DEI during recruitment. The inclusion of a DEI representative among the interviewers showcased a profound commitment to fostering inclusivity, which deeply resonated with me. Additionally, I joined to actively practice equity and inclusion principles I advocate for in my health equity research at Duke"



SUBCOMMITTEE 5:

Integrating principles of DEI into teaching and learning in the Department of Population Health Sciences



Current Members: Michael Green

Introducing... newest member:



SAHAR SHIBEIKA

1ST YEAR MASTER STUDENT

"I joined the DEIC to contribute to creating a safe, respectful, and inclusive community where everyone's uniqueness is acknowledged and valued."





NOVEMBER 2023
Thanksgiving
POTLUCK

In November, DPHS members gathered in the spirit of Thanksgiving. Our faculty members, students, and staff were all sharing smiles, enjoying food and celebrating cultures at the DPHS Potluck.

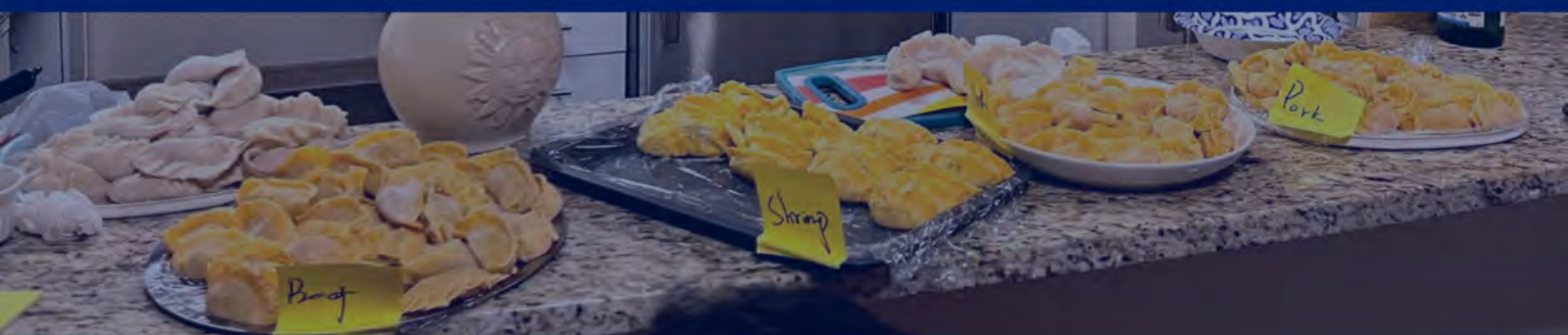


Lunar New Year Dumpling Making Party

MS and PhD PopHealth student gathering

A number of PHS students and their friends gathered over the Lunar New Year weekend (February 2024) to celebrate 2024 as the “Year of the Dragon.” The group enjoyed handcrafting dumplings with a variety of scrumptious fillings, and assembling a delicious array of traditional Lunar New Year’s foods. A sumptuous feast was enjoyed by all!

First year master's student Audrey Zhang hosted the fun gathering at her apartment.



DPHS DEI
COMMITTEE

STOCK
THE
PANTRY
DRIVE

APRIL 2024

In celebration of National Volunteer Month,
the DEI Committee, led by Subcommittee 1, is organizing
a drive to help stock the pantries at

THE RONALD MCDONALD
HOUSE OF DURHAM

for the benefit of families and individuals in need.



Please bring items from the list on the next page
from **April 1 - April 30**.
There will be a **collection box** in the **kitchen area**
near **Classroom B, Imperial Building**.
Consider bringing items during the
DPHS Town Hall on April 25!



Did you know **April** is National Volunteer Month?

Looking for an **opportunity** to **give back** to the community?

Join the **Stock the Pantry Drive!**

The Ronald McDonald House (RMH) of Durham needs help stocking their pantry to support families staying at the house and caregivers who receive respite in their hospital-based programs.



For the month of April, National Volunteer Month, we would like our DEI focus to include volunteering and giving back.

Consider donating **any** of these recommended **food items**, **household supplies** or **gift cards!**

FOOD ITEMS

- Individual bags of chips
- Individual cookie packs
- Individual cracker packs
- Granola bars - variety
- Individual trail mix packets
- Individual snack cakes
- Breakfast bars - variety
- Pop Tarts
- Easy Mac cups
- Ramen Noodles
- Cup Noodles
- Fruit cups
- Sugar packets
- Liquid creamer cups
- Individually-wrapped utensils
- Individual condiment packets



HOUSEHOLD SUPPLIES

- Travel-sized and full sized toiletries
- Laundry detergent
(free and clear preferred)
- Bleach
- Swiffer mops, pads and dusters
- Table-top air freshener
- Liquid dish soap
- Pine Sol
- Dishwasher pods
- Trash bags
(13-gallon kitchen size)
- Cleaning sponges
- Paper plates, bowls and Solo Cups



GIFT CARDS

- Visa
- Amazon

2024 March

| SUN | MON | TUE | WED | THU | FRI | SAT |
|---|---|---|-----|--------------------------------------|---------------------------------|-----|
| DEVELOPMENTAL DISABILITIES AWARENESS MONTH A World of Opportunities | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| Ramadan | | WOMEN DEMAND EQUAL PAY | | PI DAY | INTERNATIONAL Women's Day | |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| ST. PATRICK'S DAY | | Spring | | DEAF HISTORY MONTH 3/13 - 4/15 | | |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| | HOLI | NATIONAL FARMWORKERS WEEK 25 - 31 | | | | |
| 31 HAPPY EASTER | MARCH 25 International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade | WOMEN'S History MONTH | | | | |

