School of Medicine Initiatives & Activities on Race

Summer 2015
This report provides a “sampling” of different activities and initiatives that The School of Medicine has engaged in that focus primarily on Race (building greater understanding of Race and influencing behaviors/actions to address racism and bias). There are many other activities that address this important issue within The School that are not captured in this compilation. We are clear that there is much more work to do and are committed to “staying the course”.

**White Coat Die In**

#WhiteCoats4BlackLives

On December 10\textsuperscript{th}, 2014 (International Human Rights Day) more than 70 Duke University medical students gathered together in the Great Hall of the Mary Duke Biddle Trent Semans Center to take part in a nationwide demonstration by medical students aimed at drawing attention to social injustice and racial bias.

In response to the Eric Garner and Michael Brown verdicts, students at more than 40 medical schools across the country participated in the “White Coat Die-In” as a
form of solidarity to demonstrate that the medical student community views racial violence as a public health crisis.

Dean Andrews, senior administrators, faculty and staff circled the students in support of their efforts to peacefully share their individual and collective concerns about the myriad of racial incidents that continue to plague the nation.

Leaders of our Student National Medical Association (SNMA) organized the event and powerfully relayed the critical message summarized as follows:

“We as medical students feel that this is an important time for medical institutions to respond to the violence and race-related trauma which affect our communities and the patients we serve. We feel it is essential to begin a conversation about our role in addressing the explicit and implicit discrimination and racism in our communities and reflect on the systemic biases embedded in our medical education curricula, clinical learning environments, and administrative decision-making. We believe these discussions are needed at academic medical centers nationwide.”

A Sampling of SoM Communications in Response to the Noose on Campus:

From: Dean Nancy C. Andrews [mailto:DeanNancyCAndrews@dm.duke.edu]
Sent: Friday, April 03, 2015 9:56 AM
Subject: Important message from Dean Andrews

Dear Colleagues,

As you may have read yesterday, an investigation by Duke University Police and the Office of Student Affairs identified a Duke student who admitted to placing a noose in a tree near the Bryan Center. The student is no longer on campus.

The student’s action was a deeply hurtful reminder of the injustices and inhumanity experienced by African-Americans earlier in the history of our country. I do not know what motivated him or her, but it would be wrong to underestimate the pain and fear this incident caused.

As your Dean, I want to emphasize that one reprehensible act does not define who we are, or who we want to be, as a university and a community. We are proud to have an open campus that welcomes thousands of students, faculty members, staff members and visitors every day.
Our openness makes us stronger as an institution, but it also makes it possible for one or a few people to act in ways that violate our values and our culture. We need to remember that they are not Duke, and they cannot undo our institutional commitment to diversity, inclusion, fairness and excellence. We thrive because of our differences, the opportunities they afford to learn from one another, and the understanding they bring of the complexities of the world around us.

Long before this event we planned for a forum in late April, open to our entire community, to engage in respectful, open dialogue about race. You should have received an invitation last week. It now seems to be a particularly opportune time to gather together, to listen and to speak to each other – and to start a much needed conversation.

I hope you will join me, Ben Reese from the Office for Institutional Equity, and Judy Seidenstein, our Chief Diversity Officer, on April 27 at Noon in the Learning Hall of the Trent Semans Center for “A Conversation about Race.”

Sincerely,

Nancy

From: Joyce Sizemore
Sent: Monday, April 06, 2015 9:56 AM
To: DMPI-mail
Subject: DMPI & School of Medicine: Conversation on Race - April 27th, 12:00-1:30

Dear All,

Most of you are aware of the recent disturbing, racially-motivated events on campus, including racist remarks directed at students on East Campus and the display of a noose on the Bryan Center Plaza. These followed closely the horrific murders of three UNC students, all of whom were Muslims of Arab descent. All of these terrible incidents emphasize that while there have been great strides forward in inclusion and acceptance in our academic and broader communities, much more work remains to be done.

We would like to add our voice to those of others, including Drs. Broadhead and Kornbluth, deploring these incidents and the attitudes that motivated them. Such hatred and fear is antithetical to the core missions of the Institution and of the DMPI. One step forward is a School of Medicine sponsored “Conversation on Race” planned for April 27th, 12-1:30 pm, in the Trent-Semans Learning Hall. To emphasize our commitment to diversity and inclusion, we would like the DMPI to have a presence at this event. More organizational details will be forthcoming, but we encourage any of you interested in attending to contact us.

Also, if there are additional suggestions for ways to better promote a diverse and inclusive environment within the DMPI, we encourage you to contact either of us with those as well.
Sincerely,

Chris Newgard and Kim Huffman

From: Maureen Cullins [mailto:maureen.cullins@duke.edu]
Sent: Wednesday, April 01, 2015 2:51 PM
Subject: Campus Incident

School of Medicine Students,

You have all received Vice President for Student Affairs, Larry Moneta’s note regarding the noose that was found hanging on campus this morning. Needless to state, we are all dismayed that our University is not immune to such displays of racial animus. I have spoken to a few of you who have expressed concern and who are perhaps feeling unsafe. Please continue to stop by the Multicultural Resource Center to discuss the incident, to express your concerns and to share your ideas for how to address it. I encourage you to join the larger University community at the forum on the steps of Duke Chapel at 5:00 p.m. today. It is important that we, as a community, condemn this act and move forward to become the “beloved community” so eloquently described by Dr. Martin Luther King, Jr.

Attached to this note is a flyer inviting you to join Dean Nancy Andrews, Chief Diversity Officer Judy Seidenstein, and Vice President for Institutional Equity Ben Reese for a Conversation About Race. This will take place on April 27, 2015.

Be encouraged that this is under investigation. Be encouraged that this one act is not reflective of Duke and is contrary to all for which we stand. And, finally, be encouraged that we are often at our best when faced with adversity. This is one of those moments when we will all rise to our best selves.

Best wishes,

Maureen D. Cullins, AM & Delbert R. Wigfall, MD
Multicultural Resource Center
Duke University School of Medicine

-----Original Message-----
From: Judy Seidenstein
Sent: Wednesday, April 01, 2015 1:33 PM
To: Jeanine C Holland
Subject: Attention SoM Inclusion Council Members: President and Provost: Community Forum Today at 5:00 pm

Dear SoM Inclusion Council Members,
By now I’m sure you received the message below in response to the horrific racial incidents that have recently occurred at Duke. Clearly these events are indicators of the pervasive nature of bias and remind us that we have much work to do before we "sleep" in order to foster diversity and full inclusion at Duke and beyond.
Given our mission as members of the School of Medicine's Inclusion Council, I want to strongly encourage those of you who are able, to join me at 5pm this afternoon at Duke Chapel.

I also want to remind you that we will be hosting a SOM open dialogue on Race on April 2th from 12-1:30) and hope that you will join in on this important conversation as well as encourage others from your departments to participate.

Thanks for your ongoing commitment to this work at Duke.
Hope to see you this afternoon,
Judy

Judy Seidenstein
Chief Diversity Officer
Duke University School of Medicine
Join Us For A Conversation... About Race

School of Medicine faculty, staff and learners are invited to join Dean Nancy Andrews; Dr. Ben Reese of the Office for Institutional Equity for Duke University and Judy Seidenstein, Chief Diversity Officer for the School of Medicine, to engage in a respectful and open community discussion on race.

Monday, April 27, 2015
Noon – 1:30 p.m.
Learning Hall, Trent Semans Center

Light lunch provided.
SERIES: “Join Us For A Conversation on Race...”
On April 27, the School of Medicine hosted “A Conversation about Race” – a 90 minute open forum that all faculty, students and learners were invited to. More than 200 people gathered for a thoughtful discussion about race which included many sharing personal experiences. Interestingly, this forum had been planned and on the calendar six months prior to the noose incident on campus.

Dean Nancy Andrews, VP Benjamin Reese, and SoM’s Chief Diversity Officer Judy Seidenstein provided opening comments and facilitated the conversation.

The Dean’s opening remarks were as follows:
Across the nation, deep conversations, civic engagement and community efforts have been taking place due to a convergence of events that have evoked difficult and challenging questions around issues of race, responsibility and accountability. Ferguson, NY, North Charleston (to name the visible few) and recently to our
dismay, right here on our University campus we learned that we are not immune to events that point to the work still left undone regarding racial understanding and justice.

In December, many of our students participated in a White Coat “die-in” - a national movement aimed at bringing awareness through peaceful protest to the medical student community views of racial violence as a public health crisis that impacts everyone.

I was so impressed by our students’ wise and thoughtful actions and words and thought it important to provide an opportunity for all School of Medicine constituents to participate in an important open dialogue around a topic that can be complex, emotional, and sensitive and therefore is often avoided.

We are gathering together as a community today, not because we think we have the answers, but because we believe - and research reinforces - that bringing people together from a broad spectrum of life experiences and perspectives to share, listen and learn can help to expand our individual and collective thinking and understanding of some of our most challenging problems.

I am proud of our longstanding commitment to diversity and excellence and yet I acknowledge that there is much more work to do to further our mission of achieving a climate of belonging and inclusion for all.

I hope our conversation today is one of many that we will have as a community searching together for ways to contribute to a more equitable, inclusive and respectful society. I’m glad you are here and look forward to hearing your thoughts.

It was very important to address expectations and provide guidelines for the conversation to facilitate people’s willingness to share. The following guidelines were reviewed up front:
The conversation was kicked off by hearing from several medical students who represented different racial identities, different programs of study within the school and different years at Duke. To get the conversation started, the students briefly responded to the following prompt:

Share your reflections on why
- race matters/is important/relevant (both personally and professionally) AND
- how it impacts you (personally and professionally)

One of the students who couldn’t attend provided her commentary via video. Her video was the first student story shared and it was incredibly powerful. It is available for viewing on youtube https://www.youtube.com/watch?v=U_JrsRlieNQ as well as on the “Conversations on Race” tab on the Office of Diversity & Inclusion’s website: https://medschool.duke.edu/about-us/diversity-and-inclusion/office-diversity-inclusion/conversation-about-race
After the students opening reflections, the floor was opened to anyone who wanted to share thoughts, reflections, opportunities and concerns. A vibrant and diverse collection of insights and stories were shared for the next full hour with no gaps or silences. As expected, a wide spectrum of reactions and emotions were experienced both during and after the forum. Importantly, the dialogue did not end once the session was over. In emails, in our hallways, in our offices, many faculty, staff and students continued exchanging thoughts and conveyed gratitude for having the opportunity to share, to listen and to learn.

More than 100 people responded to the follow up survey after the session and provided feedback which is being used to help shape and inform next steps. 64% of survey respondents rated this community discussion as highly valuable in expanding their thinking and understanding about race and 32% rated it as somewhat valuable which reflects 96% who attributed value to the experience.

There were over 200 written (qualitative) reflections, recommendations and strategies which will be made available on the Office of Diversity & Inclusion’s website upon completion of the data analysis currently underway. Below are two brief representative reflections:

- **“I was blown away by some of the stories I heard. I knew race was an issue, but I had been assuming that present-day racism was more of a subconscious issue--all about unrecognized assumptions. I heard stories about very explicit incidences of racism that have challenged my viewpoint and convicted me to take this issue more seriously and strive to show more compassion”**

- **“I found the various perspectives quite interesting and valuable. It was good to see and hear that other people have observed and experienced exactly what I have experienced. It let me know that I am not alone.”**

As part of the School of Medicine’s ongoing commitment to creating a diverse and inclusive environment for our learners, faculty and staff, our goal is to continue to provide a forum in which individuals can express themselves about this important topic.
We heard quite clearly that people want to ensure that the momentum that was generated in the first community conversation continues, that this is an ongoing process versus a one time “event” and also that the dialogue, while important, is not sufficient as a standalone effort so we must ultimately move beyond conversation to tangible actions.

Everyone who attended the session received a list of tools, resources and references to help people continue their learning when returning to their departments, classrooms, communities and homes. Attached to this report is the next steps document that was provided called “Following This Dialogue”. Our intention is to continue to build and add to this toolkit.

The School of Medicine will continue efforts to provide opportunities for further discussion, engagement with one another, knowledge building and concrete strategies. In fact, the next conversation in the series is scheduled for September 16th (see flyer on next page).
Join Us to . . .

Continue the Conversation about Race

School of Medicine faculty, staff and students are invited to the second in a series of Conversations about Race.

Wednesday, September 16, 2015 12 p.m. to 2 p.m. Learning Hall, Trent Semans Center

Hosted by:
Nancy C. Andrews, MD, PhD, Dean, School of Medicine
Ben Reese, PsyD, Vice President of the Office of Institutional Equity, Duke University
Judy Seidenstein, Chief Diversity Officer, School of Medicine

**We heard you . . .**
After the first School of Medicine Conversation about Race this spring, many of you provided feedback about the powerful impact of the session.

You said it was important that:

- the momentum generated continues;
- this is an ongoing process versus a one time "event;"
- we must move beyond conversation to tangible actions.

**And so . . .**
We will continue to provide opportunities for further discussion, engagement with one another, knowledge building, and development of concrete strategies.

**Because we know that . . .**
It starts with a conversation - and an inclusive environment requires engaging in dialogue about challenging issues to increase understanding of different views, experiences and opinions.

To learn more about the first Conversation about Race Series and view videos from the first event, visit: [https://medschool.duke.edu/about-us/diversity-and-inclusion/office-diversity-inclusion/conversation-about-race](https://medschool.duke.edu/about-us/diversity-and-inclusion/office-diversity-inclusion/conversation-about-race)

**Other Activities/Events:**

On June 9th, we were very excited to host an informal breakfast discussion and Q&A session with Camara Jones, MD, MPH, PhD, a nationally recognized teacher and researcher in the Social Determinants of Health and Health Equity. We were very grateful that The School of Nursing who sponsored Dr. Jones’ visit invited us to partner with them in creating several opportunities to extend her expertise and presence to Med School students, faculty and staff.

Dr. Jones’ theoretic framework A Gardener’s Tale [http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf](http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446334/pdf/10936998.pdf) has been used prolifically to teach how racism impacts the health and well-being of the nation and was the basis for her compelling keynote talk: “**Achieving Health Equity: Addressing Racism and Other Systems of Structured Inequity**”.

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The School of Medicine also contributed to a Panel Discussion with Dr. Jones & colleagues titled “Hot Button Topics” Achieving Health Equity – What Does it Mean?

- Dr. Rumay Alexander, Director, Multicultural Affairs, UNC-CH School of Nursing
- Dr. Nadine Barrett, Director, Office of Health Equity and Disparities, Duke Cancer Institute
- Dr. Viviana Martinez-Bianchi, Dept. of Community and Family Medicine, Duke University School of Medicine
- Dr. Dorothy Powell, Professor Emeritus, Duke University School of Nursing
- Dr. Wizdom Powell, Asst. Professor, Health Behavior, UNC-CH Gillings School of Public Health

Dean’s Senior Leadership
On an ongoing basis, As Chief Diversity Officer I engage the Dean’s Senior Leadership team in discussions related to Race. Our team meets weekly for 1.5 hours and as relevant topics/issues surface either on the national landscape, in Durham, at Duke, or in The School of Medicine, I strive to engage the leaders in conversations to help deepen understanding and broaden perspectives. Sometimes I send out a particular article/report of interest that is used to stimulate discussion or often there are situations that surface in the school that lend themselves to more deeply exploring racial components. It is great to have The Dean’s support in bringing these items to the table for open discussion.

DCRI
(Input Provided by Geena Streety)
January 22, 2015
On Tuesday, Jan. 20, the DCRI hosted its 15th celebration honoring the life and legacy of Dr. Martin Luther King, Jr. The event, planned and produced by Gina Streaty and the DCRI’s Human Resources group, was held in the North Pavilion Lower Level Lecture Hall.

The program began with a welcome from Chief Human Resources Officer Nicole Hedrick. “We’re here to honor the lifework of Dr. King and all of his work to bring equality to all people,” Hedrick said. “Although there have been great strides in this area of equality, we have a long, long distance yet to go, don’t we? And we’re reminded of that every day.”

She went on to say how she has been thinking about our own drive here for inclusion and diversity—breaking down barriers, communicating better, thinking about race, gender, labor rights, and social justice. All of this is clearly reflected in an announcement Hedrick made last week that speaks to the emphasis that will be placed on engagement, inclusion, and diversity within the DCRI as Gina Streaty will expand our diversity and inclusion efforts.

Next, Chief Financial Officer Michael Sledge introduced the artist Jessica Hall, a DTMI Cord Blood Collector (she uses the stage name Essence), and the “Friends of Poetry” featuring Vespertine, a 2012 National Poetry Award nominee, and Gemynii. After spoken word pieces by Vespertine and Gemynii, Essence performed the song “MLK” by U2.

Next, Nicole introduced guest speaker Wesley Hogan, PhD, the director of the Center for Documentary Studies at Duke and teaches the history of youth social movements, African American history, women’s history, and oral history.

Hogan’s presentation, “A Liberated Mind: Ferguson, Staten Island, and Youth Activism in the 21st Century Civil Rights Movements,” focused on what she called the “Third Reconstruction” or the “New Civil Rights Movements.” She said her goal for the program was to talk about a forgotten story and to take a clear-eyed look at a new story—the Black Lives Matter movement and youth activism of today.

The forgotten story was that of the Student Nonviolent Coordinating Committee (SNCC—pronounced “snick”). Borrowing a quote from former NAACP leader Julian Bond, Hogan said what many have been taught is that, “Rosa Parks sat down, Dr. King stood up, and Lyndon Johnson swooped in and saved the day with the ‘64 Civil Rights Act and the ‘65 Voting Act.” And while this is an “important and good truism,” according to Hogan, it is not the full story. When asked who knew about SNCC, fewer than five people in the audience raised their hands. Hogan then offered the following analogy:

“It would be as if the entire team that made possible the first moon landing, the Apollo 11 landing, was simply dismissed after the mission landing,” she said. “That nobody from NASA debriefed them, nobody asked what they had learned, nobody asked their advice for future space trips. Just imagine for a second how peculiar and dangerous to future missions that
would be—if the hard-won, experiential knowledge of these astronauts and their support team had been ignored.”

Hogan went on to explain that part of the reason SNCC is ignored or missing in the stories we hear is that, “in polite company, they were quite impolite.” Hogan said through her own research and work, she had to relearn certain practices of politeness. “Sometimes when we are polite, there are certain things we cannot do or say,” she said.

“Initially, SNCC imagined that it would take 15 or 20 years to break down the laws of Jim Crow,” Hogan continued, “but once they started, it took only five years. That’s a powerful lesson.”

In protesting Jim Crow, SNCC members learned the merits of candor and nonviolent protests, which can also be seen in today’s Black Lives Matter movement. “Today’s movement looks a lot like SNCC did in 1960,” said Hogan. But today’s protestors have a powerful tool SNCC did not—social media. It gives them a platform for discussing issues that might otherwise be swept under the rug in "polite" company.

At the beginning of her presentation, Hogan asked each audience member to pick one thing he or she would like to be different 50 or 60 years from now. Taking a cue from SNCC behavior, she asked that everyone be as candid and impolite as possible. At the end of her talk, she read some of the audience member’s hopes/goals aloud.

Across the group, several common themes stood out. By and large, most attendees were concerned with financial equality, wanting to find equal pay, equality in hiring, and an equitable distribution of wealth in the future. A close second was a hope that racial distinction and discrimination would not persist. One attendee wrote, “First impression-view me as a human being, not by my color or my gender.” A very close third was a general call for acceptance, respect, understanding, and peace.

Attendees also hope to find equal access to a good education, an end to racial profiling and police brutality, universal health care, just immigration laws, and an end to poverty and hunger.

**Future Activities/Events:**

On September 10th, The School of Medicine’s Inclusion Council comprised of approx. 25 faculty and staff representing most of The School’s departments will be convening for our annual symposium. Our guest presenter will be national thought leader Howard Ross who provided an intensive two day training on Implicit Bias at our council’s launch last summer. This year the focus of the symposium will be “The Anatomy of Power --Understanding Power, Privilege, Entitlement and Micro-Behaviors”.


On Wednesday September 30th Dean Andrews will be hosting a Book Discussion & Reception with Dr. Damon Tweedy, Assistant Professor of Psychiatry and Author of “Black Man in A White Coat” which will be hitting the stands on September 8th. This event will be open to all.

On December 14th & 15th 10 representatives from the School of Medicine will participate in an intensive training session with experts from Greensboro’s Racial Equity Institute titled “Foundational Training in Historical and Institutional Racism”.

The workshop helps participants become clear on how race and racism have been constructed in the US and how ideas about racism live in our unconscious minds and social structures even 50 years after the successes of the Civil Rights movement.

This workshop is important for people of color and white people who are committed to eliminating racism. It provides an analysis that helps participants gain clarity about how racism is organized and how to work to disrupt its powerful influence. “This is not diversity training. This is not 'kumbaya'. This is analysis focused on data and history aimed at demonstrating how these things have shaped the inequity we have now."

We are extremely grateful to The School of Nursing for inviting us to participate in this effort that they are so generously sponsoring.