Today’s Agenda

• Welcome and Announcements

• D&I Spotlight Session: Dean Valerie Ashby
Welcome and Announcements
Inclusion Council Purpose

• Help prioritize SoM Diversity & Inclusion goals and strategies

• Serve as an advisory “think tank” for The Office of Diversity & Inclusion & senior leadership

• Serve as liaisons for your department/center/institute’s goals, strategies, questions and concerns relevant to implementing their Diversity Strategic Plans

• Share best/promising practices as well as opportunities (“lessons learned”) within and across departments and programs

• Address and prioritize opportunities and challenges identified by analysis of AAMC Diversity & Engagement Survey (as well as other sources of feedback on climate and culture)

• Work as change agents, ambassadors, and champions of SoM D&I mission & goals

1/17/2019
Promoting Diversity and Inclusion: ODI Vision & Mission

- A fundamental goal of The Office of Diversity & Inclusion is to help to foster a climate where all members of our faculty, learners and staff experience a true sense of belonging, feel that they matter, can thrive and contribute their best work.

- Working and learning in environments where people experience these qualities helps us attract and retain a diverse cadre of outstanding talent who are fully engaged, and positively impacts how we teach, work, learn and serve in an increasingly diverse world.

- We are striving to create a strong and inclusive community...learning and growing together to discover the power that a diversity of backgrounds, life experiences and perspectives can have in stimulating new ideas, breakthrough science and excellence.
ODI Goals

- Development and implementation of strategies to foster a culture of inclusion in which highly qualified students, faculty and staff from diverse talent pools experience a genuine sense of belonging, engagement and achievement.

- Development and management of a comprehensive strategy providing leadership, guidance and support across the school to conceptualize, define, assess and nurture the climate required for diversity, inclusion and excellence to thrive.

- Address both broad and specific issues of faculty, staff and student diversity and work closely with department chairs, institute/center directors and senior administration to develop robust school-wide and departmental diversity strategic plans to help position diversity and inclusion as core to the school’s missions of education, research and patient care.
MARK YOUR CALENDARS!
Department of Medicine’s Grand Rounds MLK Presentation

MEDECINE
Grand Rounds
FRIDAY
Jan. 18, 2019
8:00 a.m.
Searle Center Lecture Hall

Martin Luther King Jr.
Medicine Grand Rounds

NIH Addresses
the Science of Diversity:
Looking Through A Genomic Lens

Hannah A. Valantine, MD, MRCP
NIH Chief Officer for Scientific Workforce Diversity

1/17/2019
 Seats are limited so please RSVP to Jeanine Holland at your earliest possible convenience and no later than December 28, 2019 at jholland@duke.edu or (919) 613-2628 to reserve seats
MARK YOUR CALENDARS!

2019 Dr. Martin Luther King Jr. Commemoration Keynote Address

Live Stream Link to Shaun King Event: https://youtu.be/IQG8dwk3CNo

Live Stream Link to Tarana Burke Event: https://youtu.be/APgmRPXtmx0
DCRI Annual MLK Day Celebration
“Kings and Queens of the Movement”

Keynote speaker: Pierce Freelon
Professor, director, musician, Emmy-Award winning producer, and former candidate for mayor of Durham

Tuesday, January 22, 2019
1:00 – 2:00 p.m.
1300 Morris Bldg.

Musical performance by DeVone Young

Co-sponsored by Duke Regional Hospital Diversity Team

Live-stream available

Live-stream link: https://youtu.be/UbQuidH3hEE
NIH Workplace Climate and Harassment Survey

For NIH staff

Welcome!

The Scientific Workforce Diversity (SWD) Office leads NIH’s effort to diversify the national scientific workforce and expand recruitment and retention. We invite you on this journey to establish NIH as the national scientific workforce diversity leader by widening and deepening our ways of thinking and practice. As a nation, we can reach new levels of inquiry by encouraging innovative, science-driven thinking made possible by broadening the diversity of thought that comes with a diverse scientific workforce.

https://diversity.nih.gov/
Four Podcasts Every D&I Practitioner Should Listen To

**CATALYZING**

November 29, 2018 – Back when I lived and worked in New York City, my commute to and from the office on the subway was often a struggle. Jam-packed subway cars, people holding wide-open newspapers, manspreading... And my commute took nearly an hour. When I lived and worked in London for a big financial services firm, I often traveled four or more times a month for client engagements across continental Europe, Asia, and the Middle East. I experienced hundreds, if not thousands, of long airplane, car, or train rides.

https://www.catalyst.org/blog/catalyzing/four-podcasts-d-and-i
A Point of View: The Case For D&I In Healthcare Is Not Just Business-It's Life or Death, Part 3

Over the past few weeks, I've shared some of the ways that diversity and inclusion have real-life consequences in healthcare, from important health screenings to infant and maternal mortality. Today's post will wrap up this series with an exploration on the impact of a lack of DEI in healthcare can have on LGBTQ people.

LGBTQ (Especially Trans) Equity and Inclusion

Around the country, the fundamental human rights of LGBTQ people are being challenged and denied. This can manifest in discrimination faced in the workplace, including hospital settings.

Eight Steps to Inclusion

#7 Include Others

From "Inclusion Starts with I"

Facing Fragility: An Introduction

It's 2019, and we at The Winters Group are ready to start asking new questions and dig deeper into old problems to find new, more inclusive, more sustainable, and more transformative answers. We are asking: What is needed next? What stories have yet to be told? What do we need to be empowered to hear them? How can we build common ground without sacrificing the moral ground of inclusion? What might be getting in our way?

At the end of 2018, Mary-Frances Winters shared a powerful reflection on her 30-plus year journey as an advocate for diversity, inclusion, and equity. She left us with two questions: Why haven’t we seen more progress? And, are you willing to join us on this journey, despite that at times, our goals seem elusive and the road seems full of disappointment?

http://www.theinclusionsolution.me/facing-fragility-an-introduction/
Greetings!

I hope my message finds you having a peaceful and purposeful week, and that you feel well-rested after the Thanksgiving holiday.

Today I am writing you as I prepare for vacation, some much needed rest, relaxation, and self-care. Earlier this week, I facilitated a session in Syracuse around cultural competence and best practices for fostering inclusion. Also this week, Principal Strategist Travis Jones facilitated sessions on unconscious bias for emerging leaders and bridging differences with dialogue near Albany, New York and in San Antonio, Texas. Principal Strategist Kevin Carter facilitated a Virtual Learning Lab on allyship and the #MeToo Movement, and Principal Strategist Susan McCullion facilitated a session on cultural competence in healthcare. We also had consultants facilitating sessions on cultural proficiency as part of our ongoing partnership with a North Carolina School District. Other members of our team worked with clients remotely this week.

If you weren’t able to join us earlier this month for our Engaging In Bold, Inclusive Conversations® Facilitator Certification Program, we hope you will consider registering for our next program in June! Registration is now open and we are currently running our Cyber Week deal for 20% off registration using code CYBER20. I am so excited to meet the next cohort of participants!

In this week’s edition of The Inclusion Solution, Kevin Carter continues our new series “Inclusion Is a Journey,” and reflects on the ways he has grown as a leader this year in aligning purpose, core values, and key practices. Contributing writer Shamayne Branan concludes her series on the business case for DBI in healthcare with a sobering reminder of the inequities faced by the LGBTQ community and a call to action. In the Buzz, Brittany J. Harris reflects on some powerful key takeaways from Ellen Pompeo, Gabrielle Union, Gina Rodríguez and Emma Roberts’ recent discussion on diversity and pay equity in their industry.

As always, I hope you enjoy this week’s posts! As we head into the weekend and approach year-end, I encourage you to set aside time to reflect and consider your own inclusion journey. What have you learned about yourself and others this year?

Until next week, I trust you will continue to...

Live Inclusively!

Mary-Frances Winters
President & CEO

http://campaign.r20.constantcontact.com/render?m=1109799539701&ca=f32bf752-a45c-4d54-a254-aaa93b30166b
Hard Conversations: An Introduction to Racism and Its Undoing

This course opened my eyes, heart and mind to a broadened view of racism......
challenging, motivating, interactive, meaningful, life changing...

https://www.pattidigh.com/racism/
Teaching and Learning About Martin Luther King Jr. With The New York Times

On Aug. 28, 1963, the Rev. Dr. Martin Luther King Jr. addressed thousands of people gathered around the Reflecting Pool on the National Mall in Washington. Agence France-Presse — Getty Images

By The Learning Network

Jan. 12, 2017

D&I Spotlight Session

Valerie Ashby, B.A., Ph.D.
Dean of Trinity College of Arts & Sciences
NEXT Meeting:
Monday, February 18, 2019
12:00 pm – 1:00 pm
4067 Trent Semans Center