Greetings Inclusion Council Members and Affiliates,

As we continue to share information pertinent to our lives and work, it’s important to recognize the power of words of encouragement as well as artistic expressions that nurture well-being. To this end, we will intermittently share brief quotes, poems or other inspiring thoughts to help keep our spirits lifted as we continue to navigate in our current spaces of unrest and uncertainty.

Today’s inspiration comes from Dr. Maya Angelou:

![Image of Maya Angelou's quote]

We need joy as we need air.  
We need love as we need water.  
We need each other as we need the earth we share.  
Maya Angelou

On June 16, the offices for Faculty Advancement and Institutional Equity held their Living While Black event with a distinguished group of speakers from our Black community at Duke. Faculty scholars discussed the background, dimensions and impact of racism and racist policies and structures. This was a first step to fully engage all members of our community to consider new ways to advance Duke’s goals toward achieving racial justice and equity. We encourage you to read more about it and watch the videos.

In last week’s issue of Duke Today, Drs. Kevin Thomas and Oluwadamilola (Lola) Fayanju discuss why COVID-19 is exposing health disparities. Read More. The AAMC’s Guidance on Peaceful Protests by Medical Students and Residents was developed in support of medical student, resident, and applicant participation in demonstrations and other forms of peaceful public protest against police brutality and systemic racism. This guidance is intended for medical school administrators, the admissions community, and residency program directors for their consideration as they review and refine their communications and processes for the upcoming selection cycles. Read More.

Please check out the announcements, resources, and updates below and feel free to share this weekly communication with your offices and departments.
**Announcements & Upcoming Events**

**Duke Health: Latinx Health During COVID-19**
Wednesday, 15 July 2020, 12 Noon EST
(Every Wednesday at noon)
[Register](#)

**Belonging at Work Summit** by Rhodes Perry Consulting
July 13-17, 2020
A FREE online diversity, equity and inclusion conference empowering you to build belonging at work.
[Register](#)

**We Need to Talk about Black Fatigue at Work** – A FREE MasterClass with Mary – Frances Winters, hosted by Shabnam Banerjee-McFarland
Wednesday, 15 July 2020, 10a PT/ 1p EST
[Register](#)

A major symptom of racial inequity is Black Fatigue — the crushing physical and psychological toll of dealing with a constant stream of racist acts and attitudes. It pervades our relationships, workplaces, and communities.

Discussion topics include:
- What Black Fatigue is and how it affects Black communities
- How Black Fatigue manifests in the workplace
- How to talk about and tend to Black fatigue at work
- The difference between non-racism and anti-racism
- How to become an active anti-racist
- The responsibilities that companies and organizations play in dismantling oppression in their workplaces and in the world
- The definition of white supremacy and how to identify it
- How to combat white supremacy in relationships, the workplace, and society

**AAMC conversation with Drs. Renee Navarro and David Skorton** – Important Reminder
July 16, from 2:00 - 3:00 PM EST
Join J. Renee Navarro, MD, PharmD, vice-chancellor of diversity and outreach at UCSF, and David J. Skorton, MD, president and CEO of the AAMC, for a candid conversation on how we can amplify and advance diversity, equity, and inclusion initiatives throughout academic medicine on.
[Register Now](#)

**Ibram X. Kendi’s How to be an Antiracist**
Monday, 20 July 2020, 7p
[Register](#)

**Save-the-Date: Racism as a Determinant of Health**
July 23, 2020 from 12:00PM – 1:30PM EDT
This NADOHE HPC webinar will engage voices from various areas of health professions to explore how racism has operated historically to create and maintain health inequities among women, men and children of color.

Objectives:
1. Explore racism as a trigger of stress and physiological changes impacting health.
2. Discuss ways that racism affects reproductive health in women of color resulting in disproportionate maternal and infant mortality.
3. Explore the unique ways that racism impacts the health of black Men.
4. Identify the impact of racism on the developmental health of children of color.

Register

SCHOLARLY ACTIVITY:

PROMISE STUDY

*NIH-funded Research Study to Bolster Diversity in the Biomedical Workforce*

*Enroll now! Group meetings start in August 2020*

The PROMISE Study is a randomized controlled study comparing two peer group mentoring approaches for their positive impact on both personal gains (e.g., sense of belonging, research self-efficacy, etc.) and longer-term career outcomes (e.g., publications, grants submitted and funded, promotion etc.). **Eligibility:** Postdocs or Early-Career Faculty engaged in biomedical research who identify as belonging to a racial/ethnic groups underrepresented in biomedical research careers.  

**Details**

Resources for Duke Faculty and Unit Leaders

There are many resources at the university and in the national community to support you as you navigate present challenges. The Office of the Vice Provost for Faculty Advancement has authored best practices for Duke faculty and unit leaders addressing inclusive teaching, mentoring and hiring. You can access these short documents via Box after logging in.

**Resources for your DEI Efforts**

Films, Documentaries and Series

- **26 Mini-Films for Exploring Race, Bias and Identity with Students** (film collection)
- "**How Studying Privilege Systems Can Strengthen Compassion**" with Peggy McIntosh
- **I Am Not Your Negro**
- **Just Mercy**
- **Netflix: Black Lives Matter** (film collection)
- **Selma**

Resources for Engaging in Anti-Racism Work and Practicing Solidarity

- **97 Things White People Can Do for Racial Justice**
- **The Death of George Floyd, in Context**
• Diversity and Inclusion Are Not Enough
• Don’t Understand the Protests? What You’re Seeing Is People Pushed to the Edge
• The Gap Between White and Black Americans, in Charts
• White Privilege: Unpacking the Invisible Knapsack

Ted Talks and Podcasts

• About Race
• Code Switch
• Seeing White

Anti-Racist Literature and Reading Materials

• Anti-racism and Black Liberation: A beginning resource list for the Duke community, a guide by Heather Martin with contributions from Arianne Hartsell-Gundy, Dee McCullough and Danette Pachtner (Duke Libraries)
• American Slavery, American Freedom by Edmund Morgan
• Biased by Jennifer Eberhardt
• Black Man in White Coat by Damon Tweedy
• Blood Done Sign My Name: A True Story by Timothy B. Tyson
• The Bluest Eye by Toni Morrison

KUDOS:
Our very own Johnna Frierson, PhD, the School of Medicine’s assistant dean of Graduate and Postdoctoral Diversity and Inclusion and director of The IDEALS Office, and other Duke colleagues were quoted in a Raleigh News & Observer article last week where scientists discussed racial bias in the lab and classroom. Congratulations to all of them for sharing their knowledge and expertise!!

FINAL REMINDER:

ACGME Diversity & Inclusion Award Nominations Welcome. Nomination applications due by July 17, 2020 at 5:00 p.m. CST

Staying Connected

Our team continues to discuss ways to enhance communications and connectivity with you. We’re exploring ideas around office hours, chat and discussion platforms (like Microsoft Teams and Jabber), and content that may be most useful to you.

Do you have announcements, resources, kudos, or ideas to share? Please send them to us at
ODI@dm.duke.edu and stay tuned!