Greetings Inclusion Council Members and Affiliates,

As we continue to navigate the challenges we face at work and at home, please know that we applaud your continued commitment to diversity, equity, and inclusion during this time when it may seem particularly difficult to stay the course. Know that we are right here with you and we encourage you to take great care of yourselves and each other.

This week’s inspirational thought:

All progress takes place outside the comfort zone.

In a recent virtual TED Talk, Professor William "Sandy" Darity explains how reparations for descendants of enslaved people are not only possible but essential to move this country toward a just society. InsideHigherEd.com discusses why classroom conversations about diversity and identity should not be framed as “difficult conversations,” as it can further marginalize students.

AAMC (Association of American Medical Colleges) President and CEO David J. Skorton, MD, and AAMC Chief Scientific Officer Ross McKinney, Jr., MD, issued a statement in support of Anthony Fauci, MD, director of the National Institute of Allergy and Infectious Diseases last week. Get the details here. An AAMC Insights articles says that medical schools need to do much more to protect students of color from racism. Read more. The AAMC have also updated their Diversity and Inclusion Strategic Planning Toolkit which provides nine essential tasks to help navigate the diversity and inclusion strategic planning process.

Given the volatility of how we’re living these days, our mental health is something we should all be more tuned in to. The Trevor Project notes that July is Minority Mental Health Month.
Dane R. Whicker, Ph.D., Director, Gender and Sexual Diversity Initiatives for the School of Medicine’s Office of Diversity and Inclusion encourages us to bring attention in our areas to a particularly vulnerable group of youth. LGBTQ youth of color and those whose care has been disrupted by COVID-19 are even more at-risk to experience mental health issues and may need support.

An SNMA Pulse brief suggests the racial health disparities that have emerged throughout the COVID-19 pandemic can be boiled down to three root causes. 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, 22 July 2020, 12 Noon EST
(Every Wednesday at noon)
[Register](#)

**Racism as a Determinant of Health**
Thursday, 23 July 2020 from 12:00PM –1:30PM EST
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](#)

**AAMC Webinar on New Title IX Regulations and Academic Medicine**
Thursday, 23 July 2020 2PM EST
[Register](#)

**Black/African American Community COVID Response Group Meeting**
Tuesday, 28 July 2020, 12 Noon EST
(Every Tuesday at noon)
[Register](#)

The DUSON Community Health Improvement Partnership Program (D-CHIPPP) and the School of Nursing (SON) presents:

**Getting to the Root of Racial Injustice: A Critical Conversations Documentary Series**
Thursday, 30 July 2020 3PM
[Register](#)

**SCHOLARLY ACTIVITY:**
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

Resources for Engaging in Anti-Racism Work and Practicing Solidarity

- 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

- 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

Staying Connected
Our team continues to discuss ways to enhance communications and connectivity with you. Please let us know if there are other members of your team who would like to receive our weekly emails directly. You may also let us know if you prefer not to receive communications from the Office of Diversity & Inclusion.

**Do you have announcements, resources, kudos, or ideas to share? Please** send them to us at [ODI@dm.duke.edu](mailto:ODI@dm.duke.edu) and stay tuned!