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.

In so doing, we know that “story telling” can be an important part of the healing process and can be a particularly helpful tool specific to diversity, equity and inclusion work. To this end, we will begin featuring spotlight stories from our School of Medicine team members in an effort to not only get to know them better, but also to help us all lean in a bit more toward a place of understanding and appreciating the power of the human narrative.

In our first featured story, Will Alexander introduces us to Beverly Murphy, MLS, AHIP, FMLA, Assistant Director of Communications & Web Management, Medical Center Library as she shares about herself and her life as a librarian (including serving as the first African American president of the Medical Library Association (MLA)).

We’d love to hear stories that represent the rich mosaic of people across the School of Medicine. If you are interested in sharing your story, please let us know.

Duke neurobiologist, Dr. Kafui Dzirasa writes in Cell magazine about racism at the national and personal level, a must read.

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.

In a new AAMCNews Insights column, Humanity Binds Us, Roderic Pettigrew, PhD, MD, notes that the subtleties of racism don’t kill you in minutes, but they are deadly. What’s needed is a communal experience that teaches us we comprise one beautiful human mosaic. Read More. Additionally, in another AAMCNews article, Medical students use momentum of anti-racism movement to advocate for change, students are demanding medical institutions combat racism and their institutions are listening. Read More. You can also read more about why medical schools need to do much more to protect students of color from racism, according to the AAMC, who 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. 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

If you missed it, you can still catch our Black Men @Duke and in America, by clicking here. In this one hour panel, Black leaders at Duke talk about their emotions and reactions to systemic racism in America, their hopes for change and what it means to be a good ally. Likewise, you can also revisit our Black Women @Duke and in America, by clicking here.

School of Medicine Virtual Town Hall: A Conversation about Race and Mental Health
Tuesday, 28 July 2020 4PM - 5PM
Open to all SoM Faculty, Staff, Trainees, and Students
Register

Duke Health: Latinx Health During COVID-19
Wednesday, 29 July 2020, 12 Noon EST
(Every Wednesday at noon)
Register

The DUSON Community Health Improvement Partnership Program (D-CHIP) 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

AAMC Webinar: Understanding intersectionality and bringing visibility to the experiences and perspectives of women of color
Friday, 7 August 2020 3PM EST
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

KUDOS
Please join us in congratulating our 2020 Michelle P. Winn Inclusive Excellence Award winners. You will soon be able to read more about them and our distinguished nominees on our website.
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 and stay tuned!