Greetings Inclusion Council Members and Affiliates,

As we continue forward on the journey towards dismantling racism in The School of Medicine and beyond, it’s become increasingly important to recognize authentic self-reflection and introspection as mission critical skills required for truly inclusive leaders to advance meaningful and sustainable action.

Many of you have registered for the upcoming Duke Health “Moments to Movement” panel “Stand By Me: Allies on Racism and Social Injustice” and subsequent discussion sessions to strengthen your skills to contribute to ongoing conversations about dismantling racism. There are still seats available. See registration details in announcement section below.

Academic Medicine is committed to assisting medical schools and teaching hospitals, their faculty and trainees, and the public in dismantling racism. A collection of previously published articles in the journal is now available and all articles are free to view and download. The collection was curated to help readers engage in necessary conversations about race and to inform strategies to eliminate structural racism in their institutions.

Read More

A recent article in the Medical School Blog highlights a team of staff members who were instrumental in bringing to life a series of Black Lives Matters (BLM) wearables and digital resources. You can visit medschool.duke.edu/antiracismresources to download anti-racism and Black Lives Matter Zoom backgrounds and electronic signatures that you can add to the bottom of your emails. If you are on campus and would like to pick up a BLM badge reel or ribbon pin, Jeanine Holland will be on the Trent Semans Center Patio this Thursday, 17 September from 11a-1p. Your Duke ID is required for pick up. All items are completely voluntary—it’s a personal choice whether to use or wear them. The goal is for both on-site team members and those working from home to have several ways to show their support for inclusion, diversity and equity.

In AAMC News: We need more transgender and gender nonbinary doctors. Just 1% of U.S. physicians self-identify as transgender or gender nonbinary (TGNB), yet the population of TGNB individuals is growing exponentially. They need doctors who understand their unique health concerns, writes an MD-PhD student.

Read More
The New England Journal of Medicine notes in their recent article, *The Performance of “Antiracism” Curricula* that we’ve seen medical institutions being compelled to deliver statements on diversity and inclusion, with subsequent mandatory training on cultural competence, health disparities, and the like. They suggest these approaches fail because they do not reveal racism – they cover it up. Read the full article [here](#).

The JAMA Network reports *Trends in Internal Medicine Faculty by Sex and Race/Ethnicity, 1980-2018*. Increasing diversity in the physician workforce is a fulcrum for reducing health disparities. Efforts to increase the diversity in the internal medicine workforce may improve health equity among an increasingly diverse population with increasing prevalence of chronic disease. Read More

*Please check out the announcements, resources, and updates below and feel free to share this biweekly communication with your offices and departments.*

**Announcements & Upcoming Events**

**SAVE THE DATE**
October 2, 2020
8:30 am -12:15 pm

“Misinformation and Mistrust: COVID-19 Conversations on Race and Gender Equity”
The goal of the session is to consider how the issue of mistrust of the medical care system helps to provide the context for misinformation to thrive, and to look inward at how we might better earn the trust of patients, faculty, students, staff and community members.

The keynote will feature Dr. Julius Wilder and the two sessions will be a discussion with community panelists.

Learn more and register

*Hosted by Duke University*  
*Clinical & Translational Science Institute (CTSI) and Social Science Research Institute (SSRI)*

*The Black Coalition Against COVID* (HBCUs Howard University College of Medicine, Morehouse School of Medicine, Charles Drew University of Medicine and Science, and Meharry Medical College; the National Medical Association, the W. Montague Cobb/ NMA Health Institute; and the National Urban League) and WHUR are presenting “Making It Plain: African Americans and the COVID-19 Vaccine”, a two part national Town Hall on **September 16th and 17th from 7-8 pm** followed each night by a one hour online question and answer segment.

The DUH Diversity Committee, TAPESTRY, will be continuing its fall 2020 webinar **Lunch & Learn Sessions**: Each will be presented as a Zoom session, beginning Wednesdays, at 12:00 p.m. (EST)
• **September 23** - "What Are Personal Pronouns and Why Do They Matter"?
  Kristen Russell, MSW, LCSW
• **October 14** - "How Children Learn Language," Makeba Wilbourn, PhD and Sarah Gaither, PhD
• **November 11** - "HIV/AIDS in the African-American Community," Niasha Fray, MA, MSPH

Duke Health: Latinx Health During COVID-19
Wednesday, September 16 & September 23, 2020, 12 Noon EST
(Every Wednesday at noon)
[Register]

Duke Human Rights Center at the Franklin Humanities Institute presents the
Indigenous Rights and Environmental Justice Series:
“Protecting Our Home Fires Strategy as a Driver for Self-determination”
with Dr. Carrie Bourassa, B.A., M.A., PhD is the Scientific Director of the National Institute of Indigenous Peoples’ Health (IIPH)
Wednesday, September 16, 2020  5:30 pm - 6:30 pm
[Register]

Racism in America: Policing and Incarceration
Presented by eCornell
Wednesday, September 16, 2020 at 7:00pm ET
[Register]

The Chronicle of Higher Education presents Race, Class and Academic Life
Thursday, September 17, 2020  12 noon
[Register]

Duke Hospital’s History: a Conversation about Race and Memory
With Damon Tweedy, MD and Jeffrey Baker, MD, PhD
Tuesday, September 22, 2020  12 Noon EST
[Register]

Using the Antiracist Style Indicator (ASI) in Your Personal and Professional Lives
Webinar
Wednesday, September 23, 2020  4pm EST
[Register]

Register for Moments to Movement “Stand By Me: Allies on Racism and Social Injustice” Panel & Facilitated Discussion Sessions:
Register to view the discussion being held on September 17 at 1 pm where panelists will cover what it means to be an ally to our Black team members and what they’ve learned as they’ve sought to become better allies themselves. Join the livestream at [this link](#) or watch the recording.

**Most importantly** - please register to participate in one of the available follow-up sessions below by emailing your selection to the Office of Diversity & Inclusion at [odi.dm.duke.edu](http://odi.dm.duke.edu) along with the following information:

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<tr>
<th>First Name:</th>
<th>Last Name:</th>
<th>Unique ID:</th>
<th>Dept/Entity:</th>
<th>Title:</th>
<th>Email:</th>
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</thead>
<tbody>
<tr>
<td>September 18</td>
<td>7:00-8:30 AM</td>
<td>(6 seats remaining)</td>
<td>OR 12:00-1:30 PM</td>
<td>(5 seats remaining)</td>
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<tr>
<td>September 21</td>
<td>4:00-5:30 PM</td>
<td>(8 seats remaining)</td>
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<tr>
<td>September 22</td>
<td>4:00-5:30 PM</td>
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<tr>
<td>September 23</td>
<td>12:00-1:30 PM</td>
<td>(5 seats remaining)</td>
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Please note:
- Available slots are filled on a first-come, first serve basis. Please register for only one session and block your calendar once you register.
- A Zoom invite with pre-work materials will be sent upon registration confirmation.

**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!