Greetings Inclusion Council Members and Affiliates,

Please join us in congratulating our 2020 Michelle P. Winn Inclusive Excellence Award winners and read more about them here.

- Kimberley Evans, MD
  - Faculty, Department of Medicine
- Tamara Saint-Surin, MD
  - Resident, Department of Medicine
- Priscilla Graham
  - Staff, Department of Neurosurgery
- Nathaniel Neptune, MBA, MS3
  - Student, School of Medicine
- Cultural Determinants of Health & Health Disparities Facilitators
  - Team Award

Our commitment to diversity, equity, and inclusion and to being an anti-racist School of Medicine, Health System and University requires that each of us knows more about the history of our institution and its relationship to the people of Durham.

That will be the topic of Medicine Grand Rounds on August 14, when Jeffrey Baker, MD, PhD, will present “Forgotten Voices: Confronting Duke Hospital's Racial Past.” Dr. Baker has been invited to help us understand the cultural context and institutional history in which we work because, as our colleague Damon Tweedy, MD, makes clear in a recent powerful NYT essay, “ideas that fueled race-based medicine stubbornly linger.”

We believe each of us needs to be a part of dismantling those lingering ideas and attitudes. Let’s start by reading Dr. Tweedy and listening to Dr. Baker. We also want to draw your attention to a pair of learning modules about the history of Durham and about health disparities in Durham. These Know Where You Work modules were created by the Department of Medicine in partnership with the Office of Graduate Medical Education. All new GME trainees are required to view the modules, and anyone at Duke is welcome to watch them.
A recent article in *NeurologyToday* takes a look at **How Systemic Racism Can Be Neurotoxic for Black Americans.**  Read more.  An **AAMC** press release from last week announced an **Action Collaborative on Black Men in Medicine** along with the NMA.  The University of Iowa’s Carver College of Medicine’s Office of Diversity and Inclusion also shared their **Anti-Racism Resource Guide**: Becoming an Inclusive Leader.

*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**

**Black/African American Community COVID Response Group Meeting**
Tuesday, August 11 & 18, 2020, 12 Noon EST
(Every Tuesday at noon)
Join

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

**Racism and White Supremacy: Our Stake in Advancing Equity**
Sponsored by the Departments of Psychiatry and Behavioral Sciences, Neurology, and the School of Medicine (SOM) and facilitated by Tema Okun, PhD
Thursday, 13 August 2020, 12 Noon EST
Join

**What Makes Me a Scientist Virtual Series**
Featured Speaker: Janina Jeff, PhD, scientist, host & executive producer *In Those Genes* podcast
Sponsored by **BioCoRE** and the SoM **IDEALS Office**, in partnership with the Bouchet Society
Friday, 14 August 2020  11AM
Register

Department of Medicine Grand Rounds
**Forgotten Voices: Confronting Duke Hospital’s Racist Past.**
Friday, 14 August 2020, 12 Noon EST
Register

**AAMC – Principal Business Officer and Group on Diversity and Inclusion Joint Town Hall**
Friday, August 14, 2020, 3:30 – 4:45 PM EST
Some of the content will include:
- How do we prioritize new and outstanding requests for more resources to address systemic racism and support underrepresented minority faculty, staff and students?
- What efforts are underway to diversify our personnel pipeline?
• How can we ensure our policies and principles are fair and equitable to all of our staff – from hourly employees to executives in the dean’s office – and the vendors that we contract with?

Register

New AAMC grant to enhance diversity in academic biomedical research
The AAMC has received a grant from the National Institute of General Medical Sciences (NIGMS) at the National Institutes of Health (NIH). The MOSAIC (Maximizing Opportunities for Scientific and Academic Independent Careers) grant is part of the NIH’s efforts to enhance diversity within the academic biomedical research workforce.
Tuesday, August 18 at 1 p.m. EST
Read more and Join Webinar

Ibram X. Kendi on "How to Be an Antiracist"
On Demand Until August 20, 2020
Watch

SCHOLARLY ACTIVITY:

On behalf of the course directors (Kimberly Johnson, Kevin Thomas, Laura Svetkey), the Duke CTSA and the Center for Research to Advance Healthcare Equity (REACH Equity) are pleased to announce a call for applications for the Health Disparities Research Curriculum (HDRC).

HDRC is designed to increase knowledge and skill in the design and conduct of health disparities research. The curriculum consists of didactic and interactive sessions every three weeks on Thursdays from 3:30 to 5:00 pm; September 2020 through June 2021.

The curriculum addresses:

• Nomenclature and framework for approaching research involving health disparities
• Contributors to health disparities
• Role of implicit bias in disparities
• Health disparities research methods across the translational spectrum
• Conduct of health disparities research focused on the clinical encounter

Visit here for additional program information, syllabus and the application.

If you’re interested in participating in the 2020-2021 curriculum, a brief online application must be submitted by August 17, 2020. Acceptance into the HDRC curriculum will be determined based on capacity, commitment to conducting health disparities research, and the applicant’s rationale for taking the course. Applicants will be notified of acceptance via email.

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

**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!