Greetings Inclusion Council Members and Affiliates,

As we continue to navigate the complexities of structural racism and do the sustainable work to dismantle it, we share what follows as tools and resources to help further our understanding and growth.

The Department of Medicine recently hosted a powerful Grand Rounds: “Forgotten Voices: Confronting Duke Hospital's Racial Past” featuring Jeffrey Baker, MD, PhD. The goal was to help us understand the cultural context and institutional history in which we work. View here. We were also drawn 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.

The African American Intellectual History Society (AAIHS) offers this 16 week Syllabus: A History of Anti-Black Racism in Medicine, providing insight into historical legacies, while simultaneously moving the needle forward toward equitable health for all underrepresented populations.

CNN has reported on a growing number of states that are identifying racism as a public health crisis. The AAMC issued a statement in June about the public health implications of racism and police brutality, and several Council of Faculty and Academic Societies (CFAS) endorsed the statement and shared similar statements of their own.

Kali Cyrus, MD, MPH, a practicing community psychiatrist in Washington, D.C., assistant professor at Johns Hopkins University School of Medicine, and founding member of Time's Up Healthcare, wrote an opinion piece in AAMCNews on how academic medical institutions can do more to support diversity, equity, and inclusion.

The New York Times explored the micro aggressions doctors of color must contend with, including being mistaken for janitors or food service workers.
Nature described five tips for increasing diversity on campuses, including identifying sources of recruitment, considering the diversity of speakers invited to give talks, reevaluating physical spaces to avoid walls lined with portraits of only White males, celebrating even minor wins for everyone in the lab, and making educational materials on race and anti-bias training available. Read More

Fortune profiled Uché Blackstock, MD, a former associate professor in the Department of Emergency Medicine at NYU Grossman School of Medicine who left academic medicine and is now committed to speaking out and raising awareness of racism and sexism in medicine, in part because Black women account for less than 3% of doctors in the United States. Read More

A recent article by the Fuqua School of Business suggests black women with natural hairstyles were perceived as less professional and less likely to get interviews. Read More.

This Chronicle collection (for a fee), Student Diversity: What Colleges Need to Do Now, examines the concrete steps colleges can take to combat structural racism on their campuses, and firmly establish diversity and equity as a top priority. Whether colleges end up operating in person, online, or in a hybrid format this fall, the collection suggests they will have to confront structural

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**

**Teach.Equity.Now. Pilot Workshop Series**

In partnership with the CTSI, the School of Medicine is hosting a racial equity workshop series designed to ground participants in a shared language, a shared framework, and a shared history to inform strong racial equity practice. Facilitated by content experts Drs. Tema Okun and Krista Lyles Robinson, each 2.5 hour workshop is designed to be interactive and includes reflection and application.

The series will be held on the following dates and full attendance for all sessions is required. September 10, September 24, October 15, October 29 from 8:00 am - 10:30 am, via zoom. To register for the complete workshop series, please send your request to ODI@dm.duke.edu. Availability is limited and will be on a first come first served basis.

**Workshop 1:** Community Building & Defining Racism

This initial workshop begins the task of building the learning community as it delves into defining racism as more than personal, as institutional, cultural, systemic and pervasive.
Workshop 2: The Three Expressions of Racism
Offers an analytical framework for understanding how racism and white supremacy operate. This framework is also useful for considering how to collectively embed and apply a racial equity lens.

Workshop 3: History and Lessons for Today
Examines how our history brought us to this moment as well as what we can learn from that history in the form of racial equity principles to guide strong anti-racist practice.

Workshop 4: Onward: Application for Dismantling Racism
The concluding workshop invites participants to raise questions and concerns as they apply what they have learned to their practice, teaching, mentoring and work environments by providing facilitated space for problem-solving and planning.

IDEALS Office: Next Generation Faculty Symposium. October 23, 2020. This is a Tri-Campus outreach event, bringing together departments from Stanford, UC Berkeley, and UCSF, and supported by the Chan Zuckerberg Biohub. Applications are due September 10, 2020 and can be submitted here.

Duke Health: Latinx Health During COVID-19
Wednesday, August 26 & September 2, 2020, 12 Noon EST (Every Wednesday at noon)
Register

Racial Bias in the Healthcare System & COVID Outcomes hosted by The Duke Center for Science and Justice, The Samuel Dubois Cook Center on Social Equity at Duke University, and The Duke Center on Law, Race and Politics. Thursday, August 27, 2020 4 pm EST
Register

Building Inclusive Cultures: How Bold Leadership Drives Sustainable Change
Cornell SC Johnson College of Business
Thursday, August 27, 2020  11am EST
Register

Black Men in White Coats Virtual Mentoring Lunch
Grab your lunch and join this virtual meeting. They’ll break up into groups so students can chat with Healthcare Professionals for mentorship during lunch. Saturday, August 29, 2020 1 pm EST
Register
Black/African American Community COVID Response Group Meeting
Tuesday, September 1, 2020, 12 Noon EST
(Every Tuesday at noon)
Join

Diversity & Inclusion Seminar: On the Edges and at the Intersection: Addressing Cancer Care Inequities
Radiation Oncology Grand Rounds (see attached flyer)
Wednesday, September 2, 2020 8-9 am CST
Join

Latino Health Roundtable - Duke and Community Partners
Tuesday, September 15, 2020, 12 Noon EST
(Monthly, every 3rd Tuesday)
Join

**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!