



Office of Diversity, Equity, Inclusion and Belonging



Dear OHSU School of Medicine Community:

As we observe Veterans Day this November, we're reminded of the freedoms veterans have protected through their service and sacrifice. Let us express our gratitude and recognize the devotion they uphold for our freedom, democracy and ability to cast our vote this Nov. 5th. We thank all veterans for their dedication and service.

November also marks Native American Heritage Month, a time to honor the rich cultures and contributions of Indigenous people, the original inhabitants of this land. Recognizing their heritage is an opportunity to reaffirm our commitment and collaboration which strengthens our society in countless ways.

During this month, we encourage everyone to take a moment to learn, show appreciation and join in honoring both our veterans and Indigenous communities. Let's honor the sacrifices, resilience and contributions of those who have come before us in a united spirit and continue to inspire our future, as we work to advance our mission here at the School of Medicine.

With gratitude,

Leslie Garcia, M.P.A., Ed.D.  
Associate Dean for Diversity, Equity and Inclusion  
OHSU School of Medicine

## Native American Heritage Month



*Sherars Falls on the Deschutes River (Papersky Magazine)*

*"More than 50 tribes fished wild rivers and great waterfalls, like the now submerged Celilo Falls on the mighty Columbia River. They scored petroglyphs in rock canyons like Picture Rock Pass and left behind the world's oldest pair of footwear at Fort Rock. Proud ancestors of those first people make up nine federally recognized tribes of Oregon: the Burns Paiute Tribe; the Confederated Tribes of Coos, Lower Umpqua and Siuslaw Indians; the Coquille Indian Tribe; the Cow Creek Band of Umpqua Tribe of Indians; the Confederated Tribes of Grand Ronde; the Klamath Tribes; the Confederated Tribes of Siletz; the Confederated Tribes of the Umatilla Indian Reservation; and the Confederated Tribes of Warm Springs." Travel Oregon. [Read more about Oregon Tribes.](#)*

## Native Arts and Cultures Foundation

A native-led philanthropic organization dedicated exclusively to the perpetuation of native arts and cultures nationwide.

- Wednesday, Nov. 6, 6 p.m. | [Community Conversation: The Spirit of Mana Wahine \[Powerful Women\] A Conversational Journey with the Okareka Dance Company](#)
- Friday, Nov. 15, 6 p.m. | [Artist Talk: A Conversation with John Feodorov \(Navajo/Dine\) and curator Kathleen Ash-Milby \(Navajo Nation\)](#)
- Now until Friday, Nov. 23 | [Exhibition: Citizen Fellow, Art as Archive and Memory](#)

*Note: For a comprehensive list of November's health observances, please refer to the OHSU Operations Update.*

## DEIB Enrichment

*All events are listed in Pacific Time, even those hosted in other time zones.*

### [Friday, Nov. 1, noon | Identity, Power and Positionality](#)

This Faculty Development Friday session is presented by Cirila Estela Vasquez Guzman, Ph.D., assistant professor of family medicine, OHSU School of Medicine, and Alexander Mansour, M.P.H. research project manager in the department of family medicine, OHSU School of Medicine. Participants will engage with a framework for assessing their social agency relative to their environment and consider how to use that awareness to create greater psychological safety for themselves and others.

### [Wednesday, Nov. 6, 11 a.m. | Supporting the Mental Health Needs of Migrant and Seasonal Agricultural Workers of All Ages Amidst Extreme Heat](#)

This session will explore the intersection of environmental stressors and the aging process, highlighting the critical need for targeted mental health support. This webinar is hosted by Farmworker Justice and Health Outreach Partners.

### [Wednesday, Nov. 6, 5:30 p.m. | 2024 GME Resident to Diversity Faculty Pathway Dinner](#)

Residents and fellows are invited to an evening of networking and community building. Alycia Jackson, M.D., associate professor of family medicine, OHSU School of Medicine, will be the keynote speaker. This event is part of a series designed to explore pathways in academic medicine and offer valuable advice for building a successful and fulfilling career. This will be an in-person event at Kohler Pavillion 13000A.

[Register here](#) by Nov. 2.

### [Friday-Tuesday, Nov. 8-12 | Learn, Serve, Lead 2024](#)

The AAMC Annual Meeting is taking place in Atlanta, GA. More than 4,500 members of the academic medicine community come together in person to hear from experts, turn ideas into action, discuss pressing issues, network with colleagues and shape the education of tomorrow's doctors.

## Wednesday, Nov. 13-19 | Transgender Awareness Week

This one-week celebration, leading up to the Transgender Day of Remembrance, is an opportunity to uplift, honor, advance and increase understanding about the language, stories and issues that members of the community face. Explore the Human Rights Campaign's transgender and non-binary [resources](#).

## Thursday, Nov. 14, 9 a.m. | Stepping In For Respect

The School of Medicine Dean's Office is hosting a [Stepping in For Respect](#) an in-person Active Bystander training session for School of Medicine facilitators. The OHSU School of Medicine is part of a national collaborative project that aims to create an environment of respect and inclusion. Facilitators, [please sign up here](#).

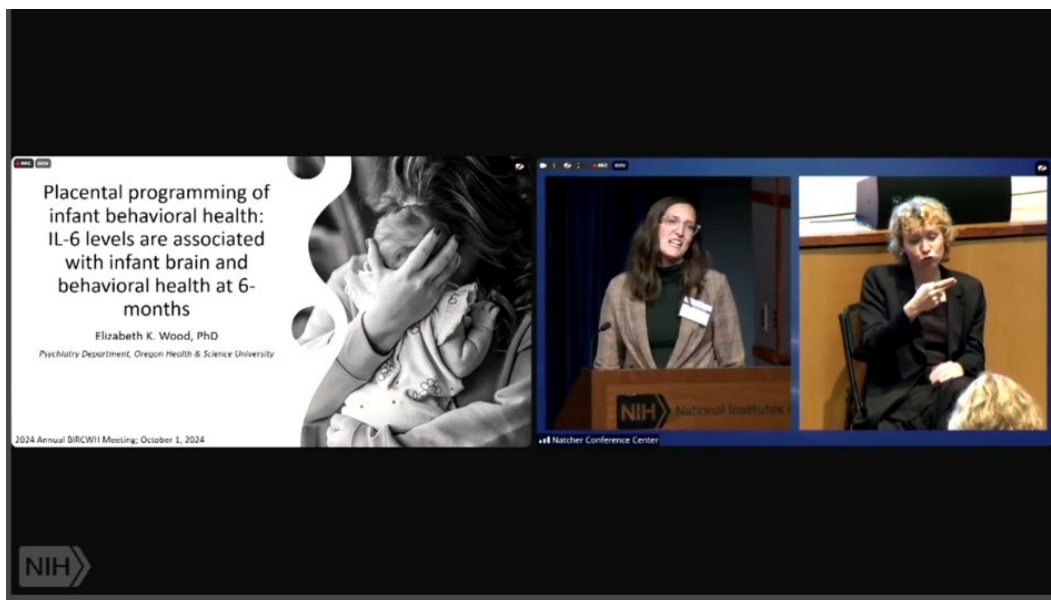
## Thursday, Nov. 14, noon | Colon Cancer in Latino Communities

This presentation will explore past and current research findings on colon cancer screening and diagnostic follow-up among Latino and medically underserved communities and incorporate perspectives from both patients and health care providers. Join Cinthia Mojica, Ph.D., M.P.H., associate professor of public health, College of Health, Oregon State University, who will share materials illustrating tailored strategies used to improve awareness and outcomes for Latino patients.

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The School of Medicine Faculty Development Office offers [resources and development opportunities](#) curated to support equitable faculty advancement, career satisfaction and well being. The Provost Office also offers the [Foster Respectful and Equitable Education \(Free\) Certification](#), a comprehensive micro-credential health program.

## Building Interdisciplinary Research Careers in Women's Health



*"Placental Programming of Infant Behavioral Health: Placental Cytokine Levels are Associated with Infant Negative Affect at 6 Months."* ([2:13:00](#))

The National Institutes of Health (NIH) and the Office of Research on Women's Health (ORWH) held the 2024 Annual Building Interdisciplinary Research Careers in Women's Health (BIRCWH) meeting on October 1, 2024, in Bethesda, Maryland.

BIRCWH is an institutional program supporting junior faculty, known as BIRCWH Scholars, through mentorship by mid-to senior-level faculty with shared research interests in women's health and sex differences. This event provided a venue for networking and scientific exchange, including a poster session where all BIRCWH abstracts were published in the [Journal of Women's Health](#).

The 2024 Ruth L. Kirschstein Memorial Lecture was delivered by Abbey Berenson, M.D., M.M.S., Ph.D. Nina F. Schor, M.D., Ph.D., gave the 2024 Legacy of Leadership Lecture. Three other [BIRCWH scholars](#) were selected to present their research. Representing OHSU, Elizabeth Wood, Ph.D., presented her research titled "*Placental Programming of Infant Behavioral Health: Placental Cytokine Levels are Associated with Infant Negative Affect at 6 Months.*" ([2:13:00 video time](#)).

Thank you to the [leaders](#), [mentors](#) and [scholars](#) who make the BIRCWH a nurturing environment for scientific inquiry.



**Ending Unequal Treatment**  
Strategies to Achieve Equitable Health Care and Optimal Health for All  
(2024)

[Download Free PDF](#) [Read Free Online](#) [Buy Paperback: \\$50.00](#) [Buy Ebook: \\$40.99](#)

Epub, Kindle, MobiPocket  
What is an Ebook?

Racial and ethnic inequities in health and health care impact individual well-being, contribute to millions of premature deaths, and cost the United States hundreds of billions of dollars annually. Addressing these inequities is vital to improving the health of the nation's most disadvantaged communities—and will also help to achieve optimal health for all. In 2003, the Institute of Medicine examined these inequities in *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*.

A report from the National Academies of Sciences revealed that little progress has been made in reducing racial and ethnic health care disparities in the U.S. Despite various initiatives, gaps in health care access, quality and outcomes persist, particularly among African American, Hispanic and Native American populations. The report emphasizes the need for federal intervention to address structural inequities in health care, advocating for policies that target social determinants of health and improve the diversity of the health care workforce. [Download the report.](#)

**Research to Improve the  
Delivery of Clinical Preventive Services  
to People with Disabilities**

The technical report recommends guiding principles for exploring the barriers, facilitators and interventions for delivering preventive services to people with disabilities. This work identified three primary research needs:

1. Research at the health care system level, including a focus on the contexts within which care is delivered
2. Research on educating clinicians and health care organizations
3. Research on data and methods, including how to best collect data on disability status and experiences, and how to collect data on clinician knowledge and bias

Read more: Access a [blog post](#) authored by Agency for HealthCare and Quality Director Robert Otto Valdez, Ph.D., M.H.S.A. and [download](#) the "Research to Improve the Delivery of Clinical Preventive Services to People with Disabilities" report.



## [Envisioning OHSU as a health-literate organization](#)

Ideas and conversation about improving information equity flowed Oct. 17, during OHSU's first Health Literacy Symposium, held on the Marquam Hill campus.

Posted Monday, October 21, 2024

[View Post Details](#)



## [Qualified members are eligible for language badge topper](#)

All OHSU members who have passed their Bilingual Screening by Language Services may visit an OHSU Customer Service Center to pick up a language badge topper to indicate their proficiency in a language other than English.

Posted Thursday, October 10, 2024

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## On the pulse

- [Tribal Communities in Oregon Will Now Be Able To Cover Traditional Health Care Practices Through the Oregon Health Plan](#)
- [How Medicine Fails Older People](#)

## Funding Opportunities

- [Identify and Evaluate Potential Risk Factors For Amyotrophic Lateral Sclerosis, apply by Nov. 4](#)
- [The Robert Wood Johnson Foundation Health Policy Fellows Program, apply by Nov. 5](#)
- [The Impact of Stressors on the Biological Mechanisms of Aging and Other Aging-Associated Outcomes in Experimental Model Systems, apply by Nov. 7](#)

- [Barclay-Giel Seed Grants, apply by Nov. 12](#)
- [The Max and Victoria Dreyfus Foundation Awards, apply by Nov. 12](#)
- [Reaching Equity at the Intersection of HIV and Substance Use, apply by Nov. 14](#)
- [The Circle of Giving funding supports new or established investigators in developing innovative directions in women's health research, apply by Jan. 8, 2025](#)

## Spotlight: Ambar Faridi, M.D.



*Dr. Ambar Faridi at the Oregon Golf Club (Photo by Ogul Uner)*

Congratulations to Dr. Faridi, who was recognized by the Oregon Medical Association with an Excellence in Diversity, Equity and Inclusion Award. This award honors an individual's outstanding accomplishments in advancing diversity, inclusion, and equity in the health care workforce and their contributions to improving health equity for historically marginalized groups.

Dr. Faridi was nominated by her colleagues at Casey Eye Institute and was selected for this award because of her "leadership in advancing communities that are welcoming, equitable and diverse at the Casey Eye Institute, OHSU and Veterans Affairs Portland Health Care System."

Dr. Faridi grew up in Karachi, Pakistan and in Las Vegas and has called Portland her home since 2005. Dr. Faridi is an associate professor of ophthalmology, OHSU School of Medicine, and has a busy retina practice at the VA Portland Health Care System where she also teaches ophthalmology to residents and serves on clinical committees. Dr. Farid serves as Assistant Director of the Ophthalmology Residency Program at the Casey Eye Institute and she is also a member of the School of Medicine Diversity Committee.



Dr. Faridi has been the recipient of numerous awards, including for outstanding contribution to resident education and the residency program, the HeRO award for service at the Portland VA, and consecutive Portland Monthly Top Doctor awards. Outside of work, she enjoys spending time with her family, cooking, traveling and being outdoors.

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[Religious Holiday Calendar](#) | [OHSU Office of Civil Rights Investigations and Compliance](#)