

School of Medicine's "Belong, Include, Empower" - January 2025



Office of Diversity, Equity, Inclusion and Belonging

Dear Colleagues,

As we begin the new year, let's focus our energy on our shared mission to advance medical education, research and patient care. Let's remain optimistic and open to the many opportunities for growth. Remember, learning is a continuous journey, and with every challenge new enrichment opportunities await us. Let's remain committed to each other and our collective goal of making a meaningful impact in medicine, science and community outreach. I invite all SoM members to explore the opportunities featured in our monthly newsletter. I would also like to invite all SoM DEIB vice chairs, directors and committee chairs who lead diversity initiatives at the department level to complete [this survey](#). This will help us identify a suitable date and time to convene a meeting to discuss needs, opportunities and collaboration.

Wishing you a year filled with growth, discovery and impactful partnerships.

Warm regards,

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

January Observances

Jan. 4 | World Braille Day

Braille is a code that enables us to read with our fingertips using a system of six raised dots. It was created in 1824 by Louis Braille who was born on January 4, 1809. Today, Braille is used all over the world in many languages. Braille signs make it easier for blind people to get around university campuses, read novels, solve math and learn and compose music.

Jan. 20 | Martin Luther King Jr. Day

Dr. Martin Luther King Jr. was a Nobel Peace civil rights leader who advocated for nonviolence and racial equity. His story inspires many of us to dream big about what we believe in. Explore these [open-access resources](#) to learn more about his legacy.

Jan. 27 | International Holocaust Remembrance Day

January 27 marks the day of the liberation of Auschwitz-Birkenau. The commemorations on this day remind us that the Holocaust was the result of intolerance, hatred and antisemitism. Explore the [U.S. Holocaust Memorial Museum](#) and the [Oregon Jewish Museum and Center for Holocaust Education](#).

Jan. 29 - Feb. 2 | Lunar New Year

The Lunar New Year starts with the first new moon of the lunar calendar and concludes fifteen days later with the first full moon. It is a time associated with transformation and introspection. The Year of the Snake represents transformation, wisdom and intuition.

Mental Wellness Month

January is Mental Wellness Month. Mental wellness is about prevention, intervention and education including the preparation for and managing of life's challenges. Invest time to practice mindfulness, focus on personal growth and learn self-care techniques.

Glaucoma Awareness Month

Glaucoma is the leading cause of vision loss and blindness in the U.S. Anyone can get glaucoma. Still, some people are at higher risk, including people who are over age 60, Black/African American and over age 40, Asian American, Hispanic/Latino and those with a family history of glaucoma.

Thyroid Awareness Month

January is Thyroid Awareness Month. This is important to discuss because 60% of those with thyroid disease are unaware of their condition. Women are 5-8 times more likely than men to experience thyroid problems.

Winter Sports Traumatic Brain Injury (TBI) Awareness Month

January is Winter Sports Traumatic Brain Injury (TBI) Awareness Month. While winter sports are fun, taking the proper precautions can help avoid injuries. Wear protective gear while skiing, snowboarding and playing ice hockey. The youth sport with the highest rate of TBI is football (38.1%).

DEIB enrichment

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

[Thursday, Jan. 9, noon | Advocacy-Informed Research: Partnering with the Latino/a/x Community to Change Policy](#)

Following the death of her patient and friend, Hilda, Dr. Lilia Cervantes decided to learn to conduct research to eliminate structural racism. In her presentation, Dr. Cervantes will summarize access to care for undocumented immigrants with kidney failure. She will then describe her community-

partnered research, policy and economic analysis as well as outline the advocacy steps that led to successfully expanding access to care for undocumented immigrants with kidney failure.

Monday, Jan. 13, noon | Developing Skills as an Educator in the Classroom, Lab and Clinical Settings

This session is part of the new OHSU School of Medicine Faculty Foundations Program that aims to develop a supportive community among all SoM faculty, across missions and departments. It provides faculty with resources to support their academic advancement and professional development.

Tuesday, Jan. 14, 7 a.m. | Culturally and Linguistically Appropriate Services

The Enhancing Cultural Responsiveness in Behavioral Health training series aims to promote equity in health outcomes by increasing cultural and linguistic awareness. This training is ideal for organizations and individuals focused on advancing equitable practices and reducing disparities for marginalized communities.

Tuesday, Jan. 14, 11 a.m. | Nickens Lecture: The Importance of Institutions in Our Personal Development and Our Society

The AAMC Herbert W. Nickens Award was established to honor concerns about the educational, societal and health care needs of racial and ethnic minorities. This award is given to an individual who has made outstanding contributions to promoting justice in medical education and health care. Former U.S. Health and Human Services Secretary, President Emeritus of Morehouse School of Medicine and Chairman of the Sullivan Commission, the Honorable Louis W. Sullivan, M.D. will deliver the lecture.

Wednesday, Jan. 15, noon | Honoring Martin Luther King, Jr.

An in-person event will take place at the OHSU Knight Cancer Research Building Auditorium. Dr. Larry Roper will deliver a presentation titled "In Service to Others: The Courage to Lead with Compassion and Resolve." Reception to follow. This event is sponsored by the OHSU Center for Learner Diversity and Inclusion.

Wednesday, Jan. 15, noon | Contextual Approach to Health Equity

Join Theo Latta who will discuss a contextual approach to organizing professional development toward health equity. The HEART series is an institutional race, equity and inclusion speaker series at OHSU funded by a grant through the Racial Equity and Inclusion Funding Opportunity sponsored by the Center for Learner Diversity and Inclusion and Educational Improvement and Innovation.

Hit the trails with the Day and Knight Hikers



This employee group organizes trips to prime hiking trails, providing adventure, friendship and stress relief. All are welcome. Read more [here](#).

Key Facts About the Uninsured Population

In 2023, more than eight in ten (80.9%) uninsured were families with incomes below 400% of the federal poverty level. The White population made up 37.1% of the uninsured, and the remaining 62.9% included Hispanic/Latino (41.1%), Black/African American (12.5%) and Asian (3.7%). Almost three-quarters (73.9%) of uninsured people lived in the West or South.

[Read the full article here.](#)

Study Examines Gender Composition in the Physician Workforce

A new study co-authored by the AAMC and published in BMC Human Resources for Health examines gender composition in the work environment. Despite the rising representation of women in the physician workforce, gender-based income disparities persist. In this study, they explored the role of representation of women in the work environment in physicians' income from Medicare part B fee-for-service payments and the income gender gap.

[Read the full article here.](#)

On the pulse

- [AAMC Awards, submit by Jan. 24](#)
- [2025 National Institute on Drug Abuse Diversity Scholars Network, apply by Jan. 31](#)
- [Trends in Marketplace enrollment by race and ethnicity from 2015-2023](#)
- [NIH Climate Change and Health Initiative 2024 Annual Report](#)
- [Knowledge Dissemination Among State, Tribal, Local and Territorial Public Health Agencies Through Communities of Practice During the COVID-19 Pandemic](#)

Funding opportunities

- [Rural Health Care Services Outreach Program, apply by Jan. 22](#)
 - [Leading Equity and Diversity in the Medical Scientist Training Program, apply by Jan. 22](#)
 - [Risk and Protective Factors of Family Health and Family Level Interventions, apply by Feb. 5](#)
 - [Advancing Healthcare for Older Adults from Populations that Experience Health Disparities, apply by Feb. 5](#)
 - [Rural Veterans Health Access Program, apply by Feb. 5](#)
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Spotlight: Leda Garside, M.B.A., RN



"Leda's dedication to improving health care access for those who need it most, along with her tireless commitment to service, has been nothing short of inspiring. These values are reflected in the exceptional team she's built and the lasting impact of ¡Salud!

As she transitions into retirement and the open road ahead, it has been a privilege to work alongside Leda and her incredible team in the community and we're grateful for the invaluable knowledge she has shared with the mobile coalition.

Congratulations, Leda, and thank you for all you've done for the countless individuals served by ¡Salud! Services. We have no doubt we'll see you back in the community soon!"

- Verian Wedeking, Program Director, OHSU Casey Eye Institute Community Outreach and OHSU Mobile Coalition founding member.

In December of last year, the OHSU Mobile Health Coalition had the privilege of honoring Leda Garside as OHSU's first-ever Mobile Health Care Champion.

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

This monthly newsletter is sent to members of the OHSU School of Medicine. This space is dedicated to the valuable role of Diversity, Equity, Inclusion and Belonging (DEIB) practices in promoting resources and information.