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**DEI MISSION AND VALUES:**

The Department of Emergency Medicine is committed to creating an environment that embraces the uniqueness of all people.

We will provide outstanding and respectful service in all situations.

We will own our interactions in a positive way.

**DEI Meetings are every first Wednesday of the month at 8am.**

[Next DEI Meetings: December 7, January 4, February 1](#)

[Implicit Bias Training: Building Toward Belonging](#)

[How you Ask Matters, an article from UW-Madison](#)

[LGBTQ history regarding University of Michigan's role in Lavender Ceremonies](#)

[Other resources for improving racial equity](#)

[Obtaining consent from a minor with same gender parents](#)

[Candid view about how bias sneaks in \(video\)](#)

[Perspective: people with disabilities \(video\)](#)

[If you wish to donate](#)

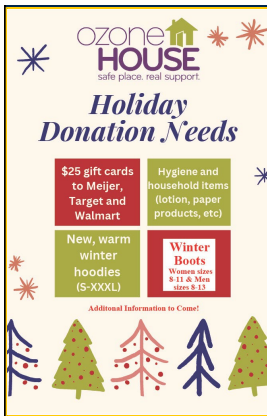
**UPCOMING EVENTS**

***Giving Tuesday***  
*November 29*

***EM Holiday Party***  
*December 17*

***December is for Giving*** We have chosen Ozone House for our community engagement. We will post flyers in the department for more information on our collective gift. Follow the link included if you wish to contribute to their wish list!

***Implicit Bias training*** please complete by 3/31/2023. See link in the blue left column.



directly to Ozone House, please follow the link by clicking on the image. You will find more information at their website. Do not miss our flyers to contribute to our collective gift.



**November, Month Of Remembrance\***

- November 1 All Saints Day
- November 2 Stress Awareness Day
- November 9 World Freedom/Adoption Day
- November 11 Veteran's Day
- November 13 World Kindness Day
- November 16 Day of Tolerance
- November 19 International Men's Day
- November 20 Transgender Human Rights Day
- November 24 Thanksgiving Day
- November 26 Ascension of Abdu'l-Baha
- November 29 Giving Tuesday

\* This is only a select list of dates.



Every festive gathering needs food...



**December, Month Of Love and Compassion\***

- December 1 World AIDS Day
- December 3 People with Disabilities Day
- December 5 Volunteer Day
- December 9 Genocide Prevention Day
- December 10 Human Right's Day
- December 17 EM Holiday Party
- December 18 Hanukkah Begins
- December 21 Yule Winter Solstice
- December 25 Christmas Day
- December 26 Kwanzaa Begins
- December 31 New Year's Eve

\* This is only a select list of dates.

Puerto Rican pasteles. Buen provecho!

**January, National Blood Donor Month\***

January 1 New Year's Day

January 16 Martin Luther King Day

January 22 Tet or Chinese New Year

January 27 International Holocaust Remembrance Day

\* This is only a select list of dates.



More ways to satisfy the cold tummy.

**ER STORY: OUR DIVERSITY INTEGRAL TO GREAT CARE**

A terminal patient visited us in the ED. He only spoke Arabic, a language that I did not understand, and his wife was translating for him. The phone translator only upset her and could not understand the patient. During my interview, the patient seemed unsettled, was waving his arms and seemed not to be saying anything that made sense, sounding very repetitive. This was concerning to me as the patient had been discharged the day before with a clear note stating his wish was to be home if there was nothing else Medicine could offer. No matter how I asked his wife in order to understand who had made the decision to come (whether she wanted him in the hospital or if he wanted to be brought,) I felt I could not get a definitive answer that the patient wanted to return or that anything in his status had changed. Furthermore, in asking about his repetitive behavior, she stated she could not understand what he was saying then. I was lucky to have a dedicated, Arabic-speaking nurse who agreed to leave her assignment momentarily and translate for me. She was able to understand what he meant and explain this to me. Thanks to our nurse's ability to speak to both, the patient and his wife, we were able to get a sense of what the patient wanted and understand the interactions. I felt much more comfortable about addressing the patient's needs after this interaction.

**FOOD FOR THOUGHT**

I recently found a baby turtle on the grass, about 2.5 inches in diameter and not moving. It seemed dead. I picked it up and it started to wiggle. Its pointy head and prickly shell identified the snapping turtle. But all I saw was a baby. I carried it to the water. It started to swim but did not seem too strong. I assumed it was dehydrated but I figured it would have meandered looking for food.

“You eat worms and tadpoles. I will get you a worm.”

The wiggly one I found close by did not want to be used as food. I felt bad bringing it to the water, and as it was placed close to the turtle’s head, it quickly escaped. I was relieved. Turtle was more awake after being in the water. I built a little pool with rocks to protect it from the tide while giving it a wet place to be. It went to hide among the rocks.

My neighbor happened by and enquired what was happening and I explained. “Mm. We save frogs, not turtles.” But I didn’t feel a sense of disdain, just a casual preference and inability to help. Still, it made me think. I was moved by a need to defend life, but actions carry so much more potential than what I could foresee. I already felt bad for the worm. But what

if the turtle grows to injure a dog or a child? Am I a bad neighbor for possibly saving a turtle that may eat a number of frogs that my neighbor enjoys? I do love frogs also. What kind of frog friend am I? And the questions went on in my head.

In the emergency department we care for all humans. Our mission is to give the best care to all. We care because a human needs help. In the process we hope to expand the sense that we are all brethren no matter how distant we have become from each other and no matter how different we seem to be. We hope we build a better world through service.

May the Holidays bring you peace, renew your spirit and inspire each of us.

*This issue's contribution was made by Ginette Busschots. Please e-mail us with your stories!*

Concluding with a song. Looking forward to your involvement!



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