We would like to acknowledge our South Main Clinic Staff for putting together a wonderful display for Black History Month (pictured below)! We would like to thank Kasey Thompson, Shane Cremeans, and Kimberlyn Lazaraski for organizing this!
The Office for Health Equity and Inclusion has a great lineup of events for the month of February! If you are interested in attending a Community Conversation or a DEI public event this month, please review the list below – we would love for you to join us!

*Transcending Nightingale: Intentional Nursing Actions to Achieve Health Equity*

Sponsored by the University of Michigan School of Nursing and the Office for Health Equity and Inclusion.

Virtual event, please register here:
https://umich.qualtrics.com/jfe/form/SV_8BrJj8QeOV4N5c2
COMMUNITY CONVERSATION:
FOSTERING WELLNESS IN THE
BLACK MICHIGAN MEDICINE COMMUNITY

The Black Voices Resource Group (BVRG) will be discussing the purpose and the impact that the meeting space has on attending Employee Resource Group members. The conversation will include BVRG accomplishments to date, including collaborations with other ERGs and our Anti-Racism Oversight Committee. The group will also discuss some future goals and lead a discussion about patient care outcomes for the black community. Finally, the group will end with some Black History Month trivia and allow space for any attendee questions. Please join us!

Join Zoom Meeting

https://umich.zoom.us/j/96008548570?pwd=NVRsNUJFZWhKVlI2ODBVZGNINGJmZz09(link is external)
Towards Health Equity:
Dismantling Racist Barriers for Black Healthcare Students

Wednesday, February 16
6 - 7:30 p.m. ET

Black students have played a pivotal role in pioneering programs and in pushing their institutions to act in ways that move towards health equity. This student-planned and -moderated session will illuminate diverse perspectives, building from understanding history, about ways institutions can enact a clear “action agenda,” including concrete opportunities and responsibilities, through which everyone concerned about these issues can see ways to promote action to accelerate long-overdue progress.

Register here: Towards Health Equity: Dismantling Racist Barriers for Black Healthcare Students (constantcontact.com)
For information about upcoming DEI events throughout the University of Michigan, please visit the following webpage:

https://events.umich.edu/list?filter=show:new,tags:Diversity&range=2021-10-26&max-results=6
Thursday, February 17th at 12:00pm-1:30pm

The 2022 MLK Health Sciences Committee presents an Interdisciplinary Panel Discussion on "Racial/Ethnic Disparities in Pain Management." Our Panelists will discuss their experiences with this issue and will share their insights regarding potential solutions.

**Structures of Ableism: Recognizing barriers of inclusion and access for the disabled community**
"Family Matters": A Panel Discussion brought to you by the RJOS Education Committee Registration is now open to attend the "Family Matters" panel discussion on Wednesday, February 22 beginning at 7:30 pm Central Time. Hear from surgeons with a variety of experiences about issues relating to starting a family, including parental leave, adoption, LGBTQ perspectives, the experience of pregnancy and the postpartum period among Black women, and partnership without children.

To help make this a safe space for discussion, the panel discussion will not be recorded. Please submit questions in advance with the registration or you can ask questions live during the panel discussion. Click here to register: [Webinar Registration - Zoom](#)

Panelists include: Pelumi Adedayo, Cara Cipriano, Tamara Huff, Carol Lin and Jonas Owen with Monica Payares-Lizano serving as moderator.

#SpeakUpOrtho Journal Club Recording RJOS was pleased to host the first #SpeakUpOrtho Journal Club on February 3, 2022. The topics covered were discrimination, bullying, harassment and micro-aggressions in orthopaedic surgery. Faculty included: Lisa Cannada, Julie Samora, Lattisha Bilbrew, Arianna Gianakos, Jennifer Weiss, Ron Navarro and Sandy Klein. If you were not able to attend this very important discussion, please click here to view the recording: [#SpeakUpOrtho Journal Club Resources (rjos.org)](#)
Give Your Career and Professional Development a Boost in 2022!

As a U-M faculty or staff member, you have access to thousands of hand-selected programs, courses and resources to support your growth and development. Organizational Learning, the university’s central department for professional, career and leadership development, offers original training programs as well as carefully curated online programs from LinkedIn Learning and other leading experts in training and development. Programs and courses are available to all employees regardless of their level or field.

**Culture Change**
- [Anti-Racism Primer: What Can I Do?](#) on-demand e-learning
- [Change it Up!](#) (bystander intervention)
- [Culture Change Foundations: Improving Workplace Climate](#)
- [Interpersonal Strategies for Interrupting and Mitigating Bias in the Workplace](#)
- [Institutional Strategies for Interrupting and Mitigating Bias in the Workplace](#)
- [Unconscious Bias Learning Suite](#) on-demand e-learning
- [Unconscious Bias in Recruiting and Hiring](#) on-demand e-learning

**Microlearning - Learn, Try and Apply in 45 Minutes or Less!**
- [Becoming a Virtual Moderator](#)
- [Difficult Conversations](#)
- [Goal Setting Workshop: How to Use SMART Goals](#)
- [Impactful Development Conversations](#)
- [Prioritizing Self-Care](#)
- [Take Your Professional Development to the Next Level with the U-M Development Journey and LinkedIn Learning](#)

**Top 5 LinkedIn Learning Courses at U-M in 2021**
1. [Setting Team and Employee Goals Using SMART Methodology](#)
2. [Confronting Bias: Thriving Across Our Differences](#)
3. [Excel Essential Training (Office 365/Microsoft 365)](#)
4. [The Six Morning Habits of High Performers](#)
5. [Diversity, Inclusion and Belonging](#)

*LinkedIn Learning is available at no cost to active U-M faculty, staff (including temporary employees) and students. [Learn more](#)!
Higher education institutions continue to grapple with the challenges and opportunities associated with exercising academic freedom and responsibility while seeking to become more diverse, equitable and inclusive campuses. This dynamic is particularly evident in the classroom. Faculty have the benefit of academic freedom that encourages a search for deeper knowledge and understanding, and the academic responsibility to ensure that complex content is presented through inclusive pedagogy that promotes positive learning environments.

This conversation with University of Michigan faculty and staff will further explore the principles and practices of academic responsibility and academic freedom, and how these are effectively exercised in a diverse, inclusive and equitable campus community.

Communication Access Realtime Translation (CART) services will be provided.

Zoom Registration: Webinar Registration - Zoom
DEI webpage within our departmental website: https://medicine.umich.edu/dept/orthopaedic-surgery/education/diversity-equity-inclusion

Office for Health Equity and Inclusion https://ohei.med.umich.edu/

Michigan Science Center in Detroit: https://www.mi-sci.org/steminista-project/ - It’s a project for mentoring young women in STEM. They like to have a wide array of people that could be role-models for young women; create profile and add if interested in being a mentor.

UM Discrimination and Harassment Policy https://spg.umich.edu/policy/201.89-1

Office for Institutional Equity: https://oie.umich.edu/
  - Here is the link to contact them with a question or to file a complaint: https://oie.umich.edu/contact/