PARTICIPATE

LGBTQ Awareness and Inclusion

In partnership with the Advisory Committee for the Advancement of LGBTQ Health at Michigan Medicine (ACALHM), the Office for Health Equity and Inclusion proudly presents to all Michigan Medicine staff, faculty, & learners LGBTQIA+ Awareness & Inclusion: An Introduction to Inclusive Language. This virtual workshop focuses on helping Michigan Medicine staff, faculty & learners use their influence to create a more inclusive health care environment for the LGBTQIA+ community.

This interactive learning experience is designed to support participants in developing a foundational knowledge and the reflective skills necessary for creating an environment that respects the differences & diversity of people at Michigan Medicine - including bodies, genders & relationships.

Public sessions will be held starting October 2021. Details of dates & times are below:

- October 29th 9am-10:30pm
  - Register here
- November 3rd 12:00pm-1:30pm
  - Register here
- November 11th 9:00am-10:30am
  - Register here
- November 16th 2:00pm-3:30pm
  - Register here
- More dates for 2021 to come!

For more information on how to register or schedule trainings for your team, please visit: https://ohei.med.umich.edu/professional-development

**Shared from Dr. David Brown's correspondence**
The Perry Initiative is an outreach group aimed at stimulating interest for women in Orthopaedic Surgery and Engineering. Dr. Killian and our DEI Committee have looked into our department hosting Perry Initiative outreach events in the future, as the current pandemic and the costs associated with the program make it a suboptimal time right now. In the meantime, there is an upcoming event in Detroit at Henry Ford in which we have been invited to participate:

**Medical Student Outreach Program 11/19 from 5pm-8pm** ([MSOP- Detroit, MI | Perry Initiative](MSOP-Detroit,MII Perry Initiative))
**High School Student Outreach Program 11/20 from 9am-3:30pm** ([Perry Outreach Program- Detroit, MI | Perry Initiative](Perry Outreach Program-Detroit,MII Perry Initiative))

All participants must be vaccinated and will need to wear masks during the programs.

Please email Dr. Crawford if you’d like to participate and indicate which event. She will forward your information to Dr. Stephanie Muh who is organizing the event.
26th Annual Raymond W. Waggoner Lecture on Ethics and Values in Medicine

4:00 PM TO 5:30 PM ADD TO CALENDAR


Speaker:
Katrina Armstrong, M.D., MS
Physician-in-Chief, Massachusetts General Hospital
Jackson Professor of Clinical Medicine, Harvard Medical School

In her lecture, Dr. Armstrong will address:

Understanding the mechanisms driving the striking racial and ethnic disparities in COVID-19 is important for informing our response to the pandemic and efforts to address health equity moving forward.

To join, please visit the following website and click on “Join this webinar:
https://medicine.umich.edu/dept/psychiatry/events/202111/26th-annual-raymond-w-waggoner-lecture-ethics-values-medicine

Additional Upcoming DEI events:

- DEI BOOK DISCUSSION: CATHY PARK HONG’S "MINOR FEELINGS: AN ASIAN AMERICAN RECKONING"
  - Tuesday, November 9, 2021 - 12:00 pm to 1:00 pm
  - Registration Link: https://docs.google.com/forms/d/e/1FAIpQLSfcDBYiYF5A75kek1lcC-JeUbUy1qx_Xs28NRSEVdU3-JutYg/viewform

- Sharing Veterans week November 8-12
  - Events are here:
    - https://vets.umich.edu/events/veterans-week-2021

- Native American Heritage Month (NAHM) – see link for speakers, workshops, and events to celebrate and highlight Native American Heritage on campus and in the nation.
Workshop Description

Systems of higher education in the U.S. create differential advantage and disadvantage for the people who work and learn in them. When individuals move through these systems--as administrators, instructors, or learners--they make choices to participate in the perpetuation or the disruption of these inequities. While some perpetuation of inequity can be attributed to ignorance, it is often true that individuals who do understand the harmful impacts of unjust behavior, processes, and structures often fail to address them. This session centers around an embodied case study depicting one man's meditation on a personal failure and the choices he made afterward that defined his path as an educator. Through session activities, participants will reflect on what failures of this kind indicate about the educational environments in which they occur and how such reflection might prime them to reshape the spaces in which they have responsibilities.

Note:
For questions, accommodations and more information, please contact Wendy Ascione-Juska at wascione@umich.edu.

Link to register: https://umich.qualtrics.com/jfe/form/SV_3NVdI9jyZicADF
DEPARTMENT OF ORTHOPAEDIC SURGERY
Diversity, Equity and Inclusion Committee
November 2021

For information about upcoming DEI events throughout the University of Michigan, please visit the following webpage:

https://events.umich.edu/list?filter=show:new,show:tags:Diversity&range=2021-10-26&max-results=6
Name Coach
NameCoach is a tool that is designed to help instructors and students learn how to pronounce the names of the people in their classes. It can be used to both record one’s own name and to listen to name recordings made by others within Canvas.

NameCoach is available in all officially-provisioned Canvas courses starting August 19, 2021. Additional details, including instructions on how to record your name and use the tool in a course, are on the NameCoach service page on the ITS website. You can also learn more about NameCoach and other tools at the 2021 Canvas Virtual Summit, which is taking place this afternoon from 12 p.m. to 5 p.m.

While this initial launch of NameCoach is focused on supporting the teaching and learning mission, ITS is working to incorporate NameCoach functionality into other applications, such as MCommunity and SalesForce, in the coming months.

**Shared from Dr. Ravi Pendse, PhD**
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/
OHEI is proud to sponsor several Sponsored Student Organizations (SSO). We have incredible medical students that would love to connect with you for mentorship, community building, and networking.

Below are brief descriptions of each OHEI SSO. Please email Reggie Beasley rebeasle@med.umich.edu if you have any questions.

- **Black Medical Association (BMA)**- BMA serves as an academic, social, and professional support network for its members, as well as a service organization for the community.

- **Latin American Native American Medical Association (LANAMA)**- Provides a more welcoming and supportive environment for Native American and Latino medical students at the University of Michigan Medical School (UMMS).

- **United Asian American Medical Student Association (UAAMSA)**- Supports the Asian communities health care and community needs of patients, students, and medical professionals in the greater southeast Michigan area.

- **OutMD**- Seeks to create a safe space for LGBTQ-identified persons and allies within the medical school and to bring awareness to the disparities that LGBTQ-identified persons face in the healthcare arena as both patients and providers.

- **Medical Students of Middle-Eastern Descent (MSMD)**- The primary mission of Medical Students of Middle-Eastern Descent (MSMD) is to serve the Middle-Eastern population both in this country and in the Middle-East.

- **Michigan Medicine Black Voices Resource Group**. The Michigan Medicine Black Resource Group is an affinity group centered on the experiences and needs of black faculty, learners and staff at Michigan Medicine. The institutional goal of the group is to increase awareness and knowledge among Michigan Medicine leadership, ultimately improving the health, well-being and work-life outcomes of black employees. blackvoices@umich.edu

- **The Fitzbutler Jones Society** connects Black alumni, former residents, and previous fellows, while providing scholarship support and mentorship to current and future students. This organization, along with the efforts of the Michigan Medicine Office of Health Equity and Inclusion, is helping to increase opportunity for medical students of color and working to diversify the medical profession. The OHEI asks you to consider making a gift to support the Fitzbutler Jones Society.

**Your contribution can help offer greater opportunities to aspiring doctors.**
https://giving.medicine.umich.edu/video/ohei?mc_cid=0d10d3107a&mc_eid=313100a37f