We encourage you to make time to engage in conversation and participate in the many relevant activities across Michigan Medicine and Campus and beyond. This Committee will provide monthly updates of interest concerning its work, and plans to provide periodic updates on events, activities, and calls for action at reasonable intervals meant not to overload your inboxes.

**Department of Orthopaedic Surgery**

**DEI Mission Statements for Patients and Faculty/Trainee/Staff**

**For patients:**
“*Our commitment to delivering the best orthopaedic care to our patients can only be achieved by embracing the diversity of our patients, their families, and our workplace community. We aspire to foster and maintain an equitable and inclusive environment that respects, welcomes, and is sensitive to the cultural identities of all races, ethnicities, religions, gender identities, sexual orientations, beliefs, abilities, appearances, and socioeconomic backgrounds. We strive to recognize and correct any disparities that exist in how we deliver care.*”

**For faculty/trainees/staff:**
“*We aspire to foster and maintain an equitable and inclusive environment that respects, welcomes, and is sensitive to the cultural identities of all races, ethnicities, religions, gender identities, sexual orientations, beliefs, abilities, appearances, and socioeconomic backgrounds. We strive to recognize and correct any disparities that exist in how we deliver care. We believe in building an orthopaedic team that nurtures an understanding that individual differences are valuable and critical in delivering the best care to our patients.*”

**Ortho Surgery Grand Rounds** on 10/01/2020 focused on current issues. After presentation by Drs. Crawford and Whyte, several breakout groups were formed and meaningful conversations were had. Looking forward to more of these departmental opportunities. Below are some of the talking point in the breakout sessions.
• Small group discussions focusing on discrimination and harassment in a general sense
  o Age, gender, sexual orientation, race, level of training or role on team (nursing, clinic staff, PT/trainer, resident, attending), etc.

Talking points or topics to help facilitate discussion:
• Implicit biases leading to discrimination or harassment
• Using stereotypes to discriminate against colleagues, coworkers, patients
• Examples of sexual discrimination, harassment that people may have experienced or witnessed
• Use of discriminatory language and how it was handled by those involved, was it reported and were actions taken
  o Racial, sex/gender based, sexual orientation
• MeToo examples or stories, thoughts, perspectives from both sides
  o How to address or confront this
  o Reporting of incidents
• Inappropriate humor that makes others feel uncomfortable, intentional or unintentional
• Feeling discrimination or harassment from positions of leadership or those above you
• Social medias impact on how these issues are brought to light, avenue for expressing feelings/concerns, etc.
• Thoughts on reporting process, if people have used it and how effective was it, were their concerns addressed, how it can be improved
• How have things changed in light of recent events and has the environment improved within our department and institution overall

Engage:

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

Please see additional attachment regarding the 2020 Virtual DEI Summit
Michigan Science Center in Detroit: [https://www.mi-sci.org/steminista-project/](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.

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](mailto: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.
UPCOMING EVENTS:

**DEI Virtual Summit Community Assembly**  10/26/20 at 10-11:30am

**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

Meeting Details
3rd Friday of the Month
11:00 am – 12:00 noon
Join Zoom Meeting
https://umich-health.zoom.us/j/98030872623?pwd=aHhOSi81cFFWbWN3ZUthOUtvK0NUZz09

Meeting ID: 980 3087 2623
Password: JOY
One tap mobile
+13017158592,,98030872623# US (Germantown)
+13126266799,,98030872623# US (Chicago)

**Mastering Civility with Christine Porath**

3 sessions offered:
- 10:00 AM TO 12:00 PM THU, NOVEMBER 12, 2020
- 1:00 PM TO 3:00 PM THU, NOVEMBER 12, 2020
- 4:00 PM TO 6:00 PM THU, NOVEMBER 12, 2020
  (All held Online - Link will be sent in registration email)

We have identified some links at that may be helpful in getting started on our journey together.

- This online module provides an introductory look at the DEI initiative at U-M and helps to clearly define what we mean by “diversity, equity and inclusion”—and takes less than 15 minutes to complete.
  https://hr.umich.edu/working-u-m/professional-development/courses/diversity-equity-inclusion-dei-basics
- “… With so much to be done, it can be paralyzing to know where to begin. As we move toward action, we can find ourselves afraid to make mistakes. We may also feel that we must figure it all out before we act. In the midst of this we are bombarded with links, lists, and ideas of what to
do. Joining the fight for justice means pushing through discomfort and fear and starting somewhere! This Anti-Racism Primer is designed to help you do just that.

[https://hr.umich.edu/working-u-m/professional-development/diversity-equity-inclusion-training-education/anti-racism-primer-what-can-i-do](https://hr.umich.edu/working-u-m/professional-development/diversity-equity-inclusion-training-education/anti-racism-primer-what-can-i-do)

**Other Important Links:**

**UM Discrimination and Harassment Policy** [https://spg.umich.edu/policy/201.89-1](https://spg.umich.edu/policy/201.89-1)

**Office for Institutional Equity** [https://oie.umich.edu/](https://oie.umich.edu/)

Here is the link to contact them with a question or to file a complaint:
[https://oie.umich.edu/contact/](https://oie.umich.edu/contact/)

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](https://giving.medicine.umich.edu/video/ohei?mc_cid=0d10d3107a&mc_eid=313100a37f)