BLACK HISTORY MONTH

“February is Black History Month and we want to celebrate and remember the countless number of people who have gone before us making strides toward an equitable world for everyone. Please visit the OHEI Website for a list of University of Michigan and Michigan Medicine milestones, and submit any firsts we may have missed.

For more information about upcoming events or how you can get involved please visit the Office for Health Equity and Inclusion website.”

- David J. Brown, M.D.
Associate Vice President and Associate Dean for the Office for Health Equity and Inclusion
Associate Professor of Otolaryngology

ORTHO EDUCATIONAL EVENT

This is the first in our series aimed at improving the culture within our department and creating a safe, equitable, and inclusive environment for all our faculty, staff, and learners. We hope you join us for this event.
**Black Men in White Coats**

A documentary exploring why only **2%** of American doctors are black men and what that means for society.

This will be followed by a virtual Q&A session with Dr. Dale, Executive Producer and Founder of Black Men in White Coats.

Documentary available for viewing Feb 19-21
Q&A with Dr. Dale on Feb 22 at 6:30 pm via Zoom
Documentary Details:
Running Time: 80 minutes
Available for individual screening on 2/19 – 2/21
*Click below to sign up for your individual viewing coupon:* https://www.indiescreening.com/screenings/2021-02-19/black-men-in-white-coats-02192021-0 (recommend using Chrome)

Q&A Details:
Monday, 2/22 at 6:30pm
https://umich.zoom.us/j/92116972285
Submit questions ahead of time to coshepar@med.umich.edu

More Information:
Movie Trailer: https://www.indiescreening.com/films/black-men-in-white-coats
Black Men in White Coats Organization: https://www.blackmeninwhitecoats.org/
Additional Documentary Synopsis:
*Less black men applied to medical school in 2014 than in 1978* and black men have the lowest life expectancy in the United States. With only 2% of American doctors being black men, this comes as no surprise. This documentary dissects the systemic barriers preventing black men from becoming medical doctors and the consequences on society at large. Health care accounts for nearly 20% of the United State’s GDP and a significant portion of that is driven by disparities in a system that lacks diverse physicians. What if we had a medical workforce that actually reflected our patient population? What challenges do our black boys face? What are their roles? Why is it easier to visualize a black man in an orange jumpsuit than it is a white coat? What is happening in society that more black women are becoming doctors while black men are stagnant? WHOSE FAULT IS IT? It’s time to end this CRISIS and get more BLACK MEN IN WHITE COATS!

National Hispanic Medical Association Mentoring Program

My name is Vincent Gearity, Program Officer for the National Hispanic Medical Association. I am reaching out to you today for assistance in securing additional mentors for our NHMA College Health Scholars Program. This program is a virtual one-on-one mentoring program aimed towards undergraduate students until graduation who are interested in pursuing health professional careers in medicine, nursing, dentistry, public health, or graduate science. The goal of the program is to increase diversity in the health professional workforce. *Mentors for this program will receive a complimentary 1-year NHMA membership.*

The National Hispanic Health Foundation also needs mentors for the United Health Foundation Diverse Scholars Initiative, which aims to match health professional students with leading professionals in their shared area of interest in health care.

We encourage you to share this opportunity with your colleagues to help us provide mentoring to as many students as possible, and make a real difference in the efforts of increasing diversity during a time when it is needed more than ever.

If you are interested in either of these unique opportunities to give back, please email your CV to vgearity@nhmamd.org and please specify which program you prefer and the number of mentees you can take by Monday, February 8, 2021
Race at Work

hbr.org

Candid conversations about the role race plays in our careers and lives.

5 Ways To Sustain The Antiracism In Medicine Momentum In 2021 by Utibe Essien

www.forbes.com/sites/utibeessien/2021/01/15/...

How Dr. Martin Luther King Jr inspires me to hope for 'Zero Harm' in healthcare | by Soojin Jun | Jan, 2021 | Medium

jun-soojin.medium.com/...

Confidence Gap in Orthopaedics:
https://www.aaos.org/aaosnow/2020/nov/diversity/diversity01/

UPCOMING EVENTS:

RJOS will present a session on implicit bias in Orthopaedic Surgery on Monday, February 15th at 7pm CT/ 8pm ET. As surgeons we must educate and strive to create a bias free learning environment for our trainees and understand how our bias can play a role in patient care. During this session we will learn about implicit bias and we will share strategies and solutions to overcome unconscious bias. Implicit bias is one of many areas needed to address and combat structural inequities. This session will equip orthopaedic surgeons and leaders to be empowered to address these deep-rooted issues we face in orthopaedics.

Click here to register: https://zoom.us/webinar/register/WN_jphAl-eHTKwf0J_a_G5cRA

Thank you, Ruth Jackson Orthopaedic Society  Phone: 847-698-1626 Email: rjos@aaos.org
**Engage**

**Peds Ortho DEI Board**

*Image of a whiteboard with a quote by Dr. Martin Luther King Jr.*

**Important Links:**

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

**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/