The Orthopaedic Surgery Department’s Diversity, Equity and Inclusion Committee continues to strive to create a judgement-free environment where individuals feel valued and differences are celebrated. To that effect, we would like to get a pulse check on the cultural climate within the department.

Please click on the attached link below to complete a survey regarding your views on the current state of the culture within the Orthopaedic Surgery department in regards to DEI.

Please know that your responses will be anonymous and there will be no way for any answers to be traced back to their source.

We can only enact change if we receive honest feedback so please take this into consideration. Suggestions for future DEI Committee planning are encouraged.

The survey will take approximately 13 minutes to complete. We are cognizant that your time is precious and this survey was pared down to what we felt were the most essential questions. We look forward to receiving your responses and executing changes where necessary.

https://umichumhs.qualtrics.com/jfe/form/SV_cSbVhIbt6D3QzMG

The survey will be open until May 15th.

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

April 29: DEI SYMPOSIUM: Making space for belonging through racial healing

Making Space for
BELONGING
Through Racial Healing

Virtual DEI Symposium
April 29, 2021 • 3:00pm - 5:00pm

COMMUNITY CONVERSATION: STARTING A CONVERSATION ON THE INTERSECTION BETWEEN ANTI BLACKNESS AND ANTI ASIAN HATE
Tuesday, May 4, 2021 - 11:30am to 12:30pm

Community Conversations is an opportunity for faculty, staff and student to come together weekly to engage on meaningful ways to increase belonging at Michigan Medicine. We feel that it is important to carve out space for dialogue, provide support for one another, promote self-care, and share valuable resources. The sessions are designed for space to hear your voice and all are welcome!

Facilitators:
LaTonya Berryhill - Operations Manager MICHR
Stacey Nguyen - DEI Facilitator
BIAS IN MEDICINE PUBLIC SESSION

Wednesday, May 5, 2021 - 9:00am to 10:00am

Bias in Medicine – The unconscious mind is a powerful and intrinsic force in helping to shape our overall behavior in our everyday lives. This interactive session is designed to examine how unconscious bias can affect one’s perceptions, decisions, and interactions.

Learning Objectives:

- Understand the science and research of bias and unconscious bias
- Increase awareness of their own diverse background, and its influence on their perceptions
- Demonstrate relationship between Unconscious Bias and Social Determinants of Health (SDoH)
- Identify how bias and the processes of the unconscious mind can impact their decisions and results
- Identify strategies for practicing more conscious awareness so they are better able to model cultural humility in patient care, identify the needs of vulnerable populations in our community, and advocate for inclusion in our organization

Please register in MY LINC:

https://maislinc.umich.edu/core/pillarRedirect?relyingParty=LM&url=app%2fmanagement%2fLMS_ActDetails.aspx%3fActivityId%3d66126%26UserMode%3d0

Bystander Intervention Public Session

Wednesday, May 12, 2021 - 10:00am to 11:00am

Brings bystander intervention skills for the purpose of building inclusive, respectful and safe communities. The session provides a brief review of the Bystander Effect. We will identify factors that prevent interventions and strategies for intervening. We will discuss the challenges and opportunities for intervening in the work environment. We will identify ways to apply bystander intervention skills to your work and personal lives.

Learning Objectives:
- Provide brief review of the Bystander Effect
- Identify factors that prevent intervention and strategies for intervening
- Discuss the challenges and opportunities for intervening in the work or academic environment
- Identify ways to apply what was discussed in this class to your work or academic life

Please register in MY LINC: https://maislinc.umich.edu/core/pillarRedirect?relyingParty=LM&url=app%2...
New OHEI Event: Honest Conversations | Office for Health Equity & Inclusion

The Office for Health Equity and Inclusion (OHEI) invites you to attend a NEW OHEI quarterly virtual event Honest Conversations. This is an opportunity for Michigan Medicine faculty to safely move out of their comfort zone to create opportunities for change, dialog and growth. Faculty, trainees and staff are all welcome to attend. Topic for the May 13th session: Code Switching

CIVILITY PROJECT

Wednesday, June 23, 2021 - 11:30am to 12:30pm

This workshop is open to faculty and staff, and is sponsored by the Anti-Racism Oversight Committee (AROC) Advocacy & Professional Development subcommittee.

The Civility Project with Nolan Finley and Stephen Henderson brings their story and their perspectives on the importance of civility, despite different stances and perspectives, to communities, workplaces, and audiences throughout the Midwest.

In this workshop, you’ll learn how to:

- Agree to disagree
- Engage in civil conversation
- Build respect for each other’s humanity
- Learn to listen to other sides
- Use what you hear to challenge or affirm your own views
- Stay curious

Register here: Activity Registration
**CONNECT**

**OFFICE FOR HEALTH EQUITY & INCLUSION**
https://ohei.med.umich.edu/

**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.

**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/)

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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.

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

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)