

December/January Rowan SOM and GSBS DEI Newsletter

Welcome to the first edition of the Diversity, Equity, and Inclusion (DEI) Newsletter of the Rowan School of Osteopathic Medicine (RowanSOM) and Rowan Graduate School of Biomedical Sciences (RowanGSBS). Here, you'll find Rowan-specific DEI updates, our progress on [strategic action goals](#), professional learning opportunities, and articles related to [equity](#) and [health justice](#). Examples of [Universal Design principles](#) are included for you to incorporate in your work.

The objective of this newsletter is to foster awareness through resources to center marginalized perspectives in medical education and healthcare to create more inclusive and equitable teaching, training, and working environments as well as patient outcomes.

Wednesday, December 1st marks [World AIDS Day](#). “Forty years since the first AIDS cases were reported, HIV still threatens the world. Today, the world is off track from delivering on the shared commitment to end AIDS by 2030 not because of a lack of knowledge or tools to beat AIDS, but because of structural inequalities that obstruct proven solutions to HIV prevention and treatment.” (UNAIDS)

Friday, December 3rd is [International Day of People with Disabilities](#). Almost fifteen percent of the world's population has some kind of disability according to the [World Report on Disability](#) (World Health Organization). One way to [observe the day](#) is to continue our education by engaging with disabled creators' content on social and other forms of media.

I am especially proud to share RowanSOM [Student Doctor Emmanuel “Jay” Asenso](#) is featured in episode 38 of the [Docs with Disabilities Podcast](#) in which he discusses his journey as a Black man in medicine with a fluency disorder. In this season of gratitude and reflection, thank you for all you do to support, educate, train, and care for our students, residents, and patients.

Be well.

Yvonne Ortiz

Director of Diversity, Equity and Inclusion, RowanSOM



Student Spotlight

Docs with Disabilities Podcast Features our Rowan SOM Student Doctor Emmanuel Asenso Jr.



"In this episode, Dr. Meeks speaks with Emmanuel Asenso Jr., a fourth year medical student at Rowan SOM. Throughout their conversation, they discuss how soon to be doctor Asenso navigates patient encounters with a disability, how his identity as a Black man and an individual with a disability affects his experiences within the medical world, and the barriers that need to be eliminated in order to welcome more disabled individuals and more Black individuals into healthcare spaces"- Docs with Disabilities podcast

Link to podcast:
<https://medicine.umich.edu/dept/family-medicine/programs/mdisability/transforming-medical-education/docs-disabilities-podcast/episode-38-dr-emmanuel-asenso-jr>



Additional Podcasts of Interest:

The Josiah Macy Jr. Foundation announces the launch of a podcast, Vital Voices.

"We aim to prepare future health professionals to meet the needs of the 21st century with a population that is the most diverse in U.S. history and who may live longer than any previous generation"- Macy Foundation

Learn more at:



<https://macyfoundation.org/news-and-commentary/vital-voices>

Stat First Opinion Podcast

Uché Blackstock on diversity in medicine, rejecting Harvard, and a 'life-altering' decision

Learn more at:



<https://www.statnews.com/2021/03/17/uche-blackstock-on-diversity-in-medicine-and-a-life-altering-decision/>

Book Study for Rowan SOM DEI

The 1619 Project by Nikole Hannah-Jones



Superior: The Return of Race Science by Angela Saini



Racism Without Racists by Edward Bonilla-Silva



Further descriptions of each book are on the last page.

"If you have come here to help me you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together."

— Lilla Watson

**Mark your calendar for a
SNMA Community Grand Rounds
featuring Dr. Barbara Ross-Lee on
January 5 at 5pm
held on WebEx**



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Free, virtual course at Stanford regarding LGBTQ+ healthcare



<https://mededucation.stanford.edu/courses/teaching-lgbtq-health/>

Mark your calendar - Steps to Create Rigorous and Inclusive Mentoring and Training Systems, William McDade, MD, PhD, Chief Diversity and Inclusion Officer, ACGME on
Tuesday, January 18 at 7-8am via WebEx.



Professional Learning Dates for SOM and GSBS

12/9/2021

6pm-7pm

Human Trafficking and the Healthcare Response

Nicole Leopardi MD FAAP

E. Renee Cantwell DNP RN

NJ Coalition Against Human Trafficking

Register :

<https://shop.rowan.edu/store/events/items/51926>



12/10/2021

2pm-4pm

Allyship, Accomplice, and Advocate (Module 1.7)

Yvonne Ortiz, MEd

Director

Diversity, Equity, and Inclusion

RowanSOM

Register:

<https://shop.rowan.edu/store/events/listings/41247>



Sign Up for DEI Workshops

two places to sign up for workshops in the DEI Foundations Certificate:

- Rowan University -
<https://shop.rowan.edu/store/events/listings/40402>



- Rowan SOM/GSBS -
<https://shop.rowan.edu/store/events/listings/41247>



Recruitment and Retention of Faculty - Check out the DEI Faculty Recruitment, Hiring, and Retention Toolkit.

Link or QR code :



https://sites.rowan.edu/senate/_docs/agenmin_2022/fac_hiring_toolkit.pdf

Congratulations to the following staff and faculty who have completed the DEI Foundation Certificate Series and/or the Inclusive Pedagogy and Practices course



Link or QR code:



<https://som.rowan.edu/oursom/diversity/recognition/index.html>

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Article about COVID 19 on Mental Health in Youth

"On October 19, several leading pediatric organizations declared a national state of emergency for child and adolescent mental health, in part due to the immense toll of the COVID-19 pandemic" (Calhoun, 2021).

Read more on this article at or use qr code:



https://www.medpagetoday.com/opinion/second-opinions/95422?xid=nl_mpt_DHE_2021-11-04&eun=g1888312d0r&utm_source=Salithru&utm_medium=email&utm_campaign=Daily%20Headlines%20Top%20Cat%20HeC%20%202021-11-04&utm_term=NL_Daily_DHE_dual-gmail-definition

Rowan SOM Grant:

Rowan SOM received a grant with NJCARES to do continued medical education training for physicians and allied health workers in the state of New Jersey. Our first program will be entitled: Racial Disparities in Access to Pain Management and Substance Use Disorder Treatment

Rowan SOM Vaccine Program:

our vaccination program for the homeless, migrant community has been approved and we will be starting our program again.

Student Diversity Lounge



New location of the newly outfitted Student Diversity Lounge on the Second floor UEC. Together with members of the DEI Committee and support of the Dean's Office, this room was designed for Rowan SOM students to gather in community.

Congratulations to Rowan SOM student Ethan Daniel Zerpa-Blanco

The American Association of Colleges of Osteopathic Medicine (AACOM) announced the recipients of the 2021 Sherry R. Arnstein Minority Scholarship. The scholarship was endowed by the Arnstein family to honor her legacy and to help at least one current and one new minority osteopathic student fund their education.



Read more at or use qr code:



https://www.aacom.org/news-and-events/news-detail/2021/11/01/aacom-announces-2021-arnstein-minority-student-scholarship-recipients?utm_source=email&utm_medium=IOME&utm_campaign=IOME-11-18-2021&_zs=gnevC1&_zl=QacV6

Mental Health During the holidays

How To Cope With Negative Holiday Emotions
The Change Triangle is the guide I use to help my clients work with emotions and the ways we avoid them. To "work the triangle" the steps include:

- Identifying what you are experiencing
- Pausing to breathe and calm yourself
- Naming the core emotions you are feeling in that moment
- Listening (without judgement) to what your emotions are telling you
- Thinking through how to move forward
Instead of suppressing core emotions, like anger and sadness, which when invalidated worsen anxiety and depression, the Change Triangle shows us how to identify and be with our emotions so we stay connected to ourselves. - NAMI



To find out more highlights on Rowan SOM and GSBS DEI check out our DEI Dashboard page:



<https://sites.rowan.edu/diversity-equity-inclusion/dei-strategic-action-plan.html>





INTERNATIONAL DAY OF PEOPLE WITH DISABILITIES December 3rd



"International Day of People with Disabilities is a special time to celebrate the achievements and contributions as well as increase public awareness, understanding and acceptance of people with disability."

<https://idpwd.org>



"Disability is a **global public health issue** – it affects **one in seven** people worldwide.

... [A] **human rights issue** – people with disability are among the world's **most discriminated** people, often experiencing **violence, prejudice** and **denial of autonomy** as well as **facing barriers to care**.

...[A] **development priority** – it has a **higher prevalence** in **lower-income countries** and **disability and poverty mutually reinforce each other.** "

-World Health Organization (WHO)

For information about accommodations, please visit:



Disability Services

<https://som.rowan.edu/education/academic/disability.html>



RowanSOM
I.D.E.A. Council
Inclusion | Diversity | Equity | Action

This message was brought to you by IDEA Council & The American
College of Osteopathic Neurologists and Psychiatrists (ACONP)



RACIAL HISTORY

SUPERIOR

THE RETURN OF RACE SCIENCE

angela saini

Author of Inferior