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
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

"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

"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

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

Stat First Opinion Podcast

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

Learn more at:

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

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.
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

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<td>12/9/2021</td>
<td>6pm-7pm</td>
<td>Human Trafficking and the Healthcare Response</td>
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<td></td>
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<td>Nicole Leopardi MD FAAP</td>
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<td>NJ Coalition Against Human Trafficking</td>
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<td>2pm-4pm</td>
<td>Allyship, Accomplice, and Advocate (Module 1.7)</td>
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<td>Yvonne Ortiz, MEd</td>
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### 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

### 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)
**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:


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**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.

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**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.

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**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

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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

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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:

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

Rowan SOM
I.D.E.A. Council
This message was brought to you by IDEA Council & The American College of Osteopathic Neurologists and Psychiatrists (ACOMP)
DEI BOOK STUDY RECOMMENDATIONS

The 1619 Project by Nikole Hannah-Jones

The New York Times Magazine’s award-winning “1619 Project” issue reframed our understanding of American history by placing slavery and its continuing legacy at the center of our national narrative. This new book substantially expands on that work, weaving together eighteen essays that explore the legacy of slavery in present-day America with thirty-six poems and works of fiction that illuminate key moments of oppression, struggle, and resistance.

Racism Without Racists by Edward Bonilla-Silva

Bonilla-Silva documents how, beneath our contemporary conversation about race, there lies a full-blown arsenal of arguments, phrases, and stories that whites use to account for—and ultimately justify—racial inequalities. The fifth edition of this provocative book makes clear that color-blind racism is as insidious now as ever.

Superior: The Return of Race Science by Angela Saini

Superior tells the disturbing story of the persistent thread of belief in biological racial differences in the world of science. After the horrors of the Nazi regime in World War II, the mainstream scientific world turned its back on eugenics and the study of racial difference. But a worldwide network of intellectual racists and segregationists quietly founded journals and funded research, providing the kind of shoddy studies that were ultimately cited in Richard Herrnstein and Charles Murray’s 1994 title The Bell Curve, which purported to show differences in intelligence among races.