

NeuroPsych Open House: Diversity, Equity, and Inclusion (DEI) Welcome

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Departmental DEI Mission

To integrate principles of Diversity, Equity, and Inclusion (DEI) into our organizational culture and policies to promote the emotional health and well-being of all employees, trainees, patients, research participants and our community. We are committed to creating a safe space that facilitates diverse thinking and representation, equal opportunity, an increased sense of belonging and decreased bias and stigma. We seek to continually evolve in our knowledge and understanding of the strengths that come from our differences and similarities, so that all are treated with dignity and respect.

Michigan Medicine Anti-Racism Statement

Michigan Medicine unequivocally recognizes **racism as a public health crisis**, and we should be standing out as leaders against inequality. We are **committed to creating fundamental change that leads to a culture of anti-racism**, and a medical school and health system that are leaders in equity, justice and inclusiveness for people of all colors.

As part of this, we are passionate about ensuring that Michigan Medicine is a **leader in health equity**. We must be vocal about the fact that people of color in America remain negatively and disproportionately impacted by violence, limited access to quality health care and poor health outcomes. We must move to understand and eliminate these disparities.

Creating an anti-racism community is consistent with Michigan Medicine **core values** and is a health equity issue that will lead to improved access to quality care and reduced disparities for people of color.

Building Our BASE

Belonging



Access



Experience



Safety

Belonging – Moving Diversity, Equity, and Inclusion Forward



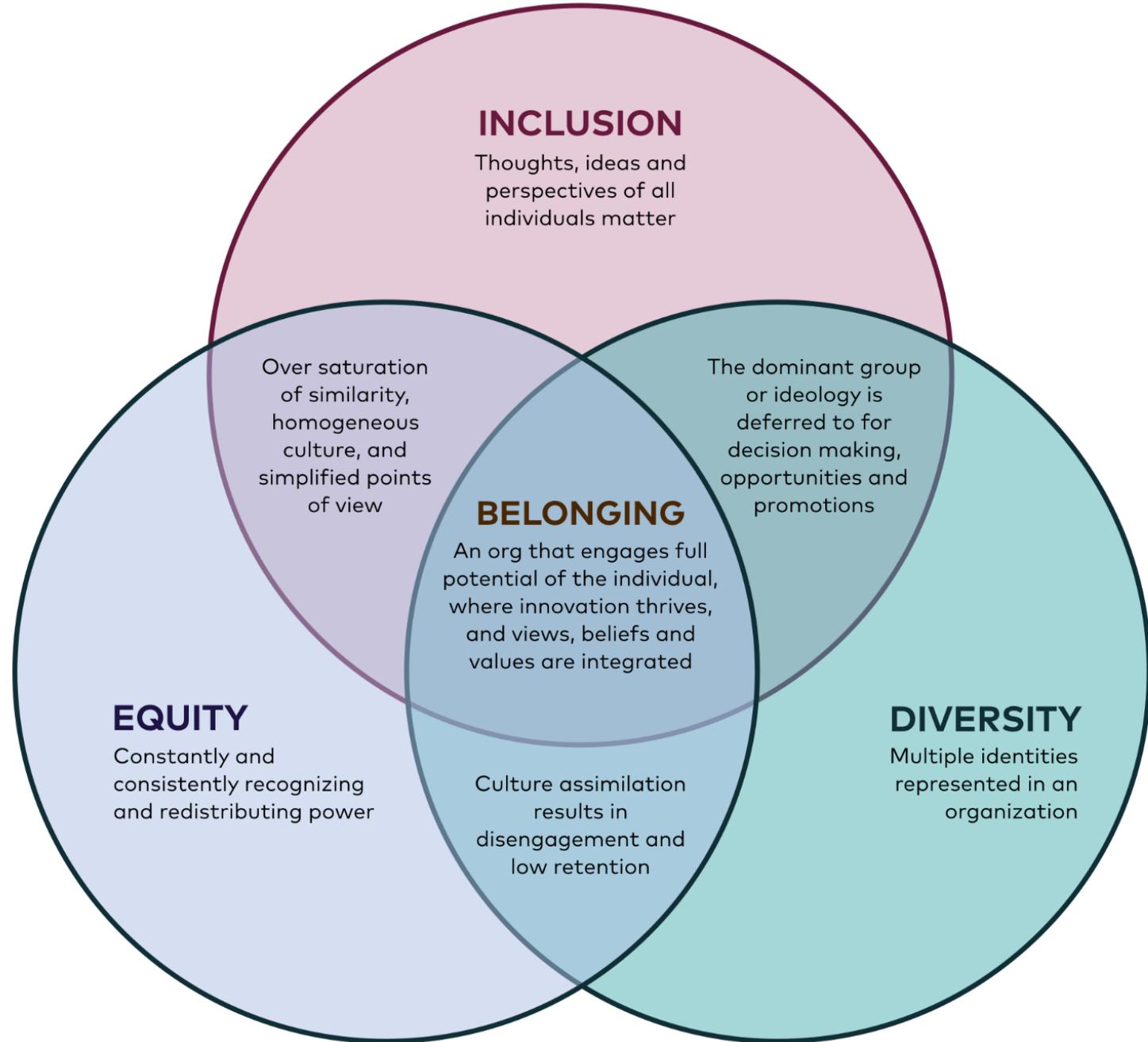
Creating a community where people feel confident being/expressing their true selves



People who feel they belong are more comfortable communicating ideas, sharing experiences and contributing to the group



Belonging can have a positive impacts on retention, performance and overall innovation



Work Groups	Objectives	Deliverables
Clinical	Enhance providers cultural competence through evidence-based interventions	<ul style="list-style-type: none"> Implement Clinical Formulation Interview across 3 clinical teams Pilot Faculty Recruitment Toolkit (clinical track)
Education	Create safe spaces for faculty & staff to learn and engage in critical discussions about DEI	<ul style="list-style-type: none"> Monthly Lunch & Learns Monthly Book Clubs Annual Grand Rounds
Outreach	Broaden engagement and participation in DEI activities within the department and community	<ul style="list-style-type: none"> Quarterly Volunteering Events Tailor engagement strategies via stakeholder
Research	Increase diversity among research staff and participants; equitable analysis and dissemination of research data; utilization of Community-based Participatory Research (CBPR) & Patient-Centered e Outcomes Research (PCOR) methods	<ul style="list-style-type: none"> Develop CBPR/PCOR didactics & toolkit Implement Research Staff Recruitment Toolkit
Workplace Environment	Establish DEI Ambassador Program to integrate and disseminate DEI efforts within the department	<ul style="list-style-type: none"> Develop ambassador training manual and resources

Talking Circles

Conversation can lead to a greater breadth of knowledge regarding oppression, privilege, and power and a better appreciation of the 'other' and different experiences, with the aim that 'improved understanding will hopefully lead to actions that will challenge racism in all of its forms' (Gayles et al., 20154).





YOUTH SUMMIT *at the* BIG HOUSE

Welcoming our Diverse Healthcare Leaders of Tomorrow

Michigan Stadium • May 21, 2022 • 9am - 3pm



Organized by the Office for Health Equity and Inclusion

- This event will provide opportunities for middle school students (6 - 8 grade) of Michigan Medicine staff members with backgrounds underrepresented in health care.
- Students will visit our campus and engage with practitioners through hands-on simulations, personal connections, and resources in preparation for medical career paths.

DOES YOUR CHILD MEET ANY OF THE FOLLOWING CRITERIA?

- Free or reduced lunch eligible;
- Will be the first person in their immediate family to attend college;
- Is a person with a disability;
- Currently lives in a single-parent household;
- Has experienced foster care.



RSVP - Space is limited!

For assistance in completing the RSVP form please call 734-764-8185 or email YouthSummitPT@umich.edu

bit.ly/3Mip3d5

Learn More

- Departmental

<https://psych.i.medicine.umich.edu/diversity-equity-inclusion>

<https://medicine.umich.edu/dept/psychiatry/diversity-equity-inclusion>

- Office for Health Equity and Inclusion

<https://ohei.med.umich.edu/>

<https://ohei.med.umich.edu/anti-racism-oversight-committee#anti-racism-oversight-committee-aroc>

- Organizational Learning

<https://orglearning.mivideo.it.umich.edu/>

DEI Acknowledgments

- DEI Committee Members
- Co-Lead/Committee Work Group Leads
 - Co-Lead – Syma Kyan
 - Co-Lead – Kali Lake
 - Clinical – Heather Dakki
 - Education – Bethany Navis
 - Outreach – Simon Austin
 - Research – Jennie Jester & Annalise Rahman-Filipiak
 - Workplace Environment
- Research Staff Recruitment Toolkit Work Group
 - Mandy Lewis
 - Elizabeth Peters
 - Emily Yeagley
- Onboarding Work Group
 - Natalie Dooley
 - Maia Martinez
 - Robin Pankey
 - Jen Sullivan
- Best Practices for Clinical Faculty
 - Lisa Seyfried





- Contact Dr. Polly Gipson if questions about our DEI initiatives
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