



Inclusive Excellence Newsletter

Upcoming Events

DEIB Summit # 2 - Mental Health in Healthcare

November 13 | 5:30-7:30 pm | CO Auditorium II

DEIB is hosting our second Summit of the year! We will be inviting Dr. Leslie Torgerson to discuss Social Determinants of Health and how to continue to provide excellent healthcare to patients who fall into these different categories. We will also be touching on the importance of Mental Health in Healthcare.

Traveling NLM Exhibit Confronting Violence: Improving Women's Lives

November 30-December 30 | UT Library Common Area

"Activists and reformers in the United States have long recognized the harm of domestic violence and sought to improve the lives of women who were battered.

During the late 20th century, nurses took up the call. With passion and persistence they worked to reform a medical profession that overwhelmingly failed to acknowledge violence against women as a serious health issue. Beginning in the late 1970s, nurses were in the vanguard as they pushed the larger medical community to identify victims, adequately respond to their needs, and work towards the prevention of domestic violence. This is their story."



Word of the month

This month's term is **Hierarchical Microaggression**. Hierarchical Microaggressions are defined as everyday comments and slights that communicate the devaluing of staff based on their occupational role in the workplace.



KEY DATES

November

- November is National Native American, American Indian, and Alaskan Native Heritage Month
- Nov 12 | [Diwali](#)
- Nov 23 | [Thanksgiving](#)

December

- December is HIV Awareness Month
- Dec 10 | [Human Rights Day](#)
- Dec 21 | [Yule](#)



UPDATES FROM THE VICE PRESIDENT

JESÚS TREVIÑO, PHD

As part of the Office for Diversity, Equity, and Inclusion efforts to create positive interaction among students, staff, and faculty, we are in the initial stages of piloting intergroup dialogues (IGDs) at RVU. IGDs are small groups of individuals who meet for several weeks to discuss issues of diversity.

We have completed one dialogue group with staff members with very promising results. The idea is to introduce IGDs to all three RVU campuses and eventually include students and faculty. In the end, the purpose of the dialogues is to explore issues of diversity, create positive interaction between individuals, and contribute to a positive climate for diversity.

Resources/Tips

The Office of DEI wants to provide you with some resources to help you learn about and grow your understanding of microaggressions and microaffirmations.

Websites & Articles:

- [Professionalism: microaggression in the healthcare setting](#) | Current Opinion in Anesthesiology | Article, 10 minute read
- [Microaggressions/Microaffirmations](#) | UNC School of Medicine JEDI Toolkit | webpage, include [2 min 23 video](#) on understanding microaggressions and additional resources
- [Rethinking Thanksgiving Celebrations: Native Perspectives on Thanksgiving](#) | National Museum of the American Indian | Article with additional activities and resources

Quick Videos:

- [Biweekly tips on Allyship: Micro-affirmations & Elevation Innovation](#) | Indiana University at Bloomington | YouTube | 1 min 46
- [Eliminating Microaggressions: The Next Level of Inclusion](#) | TedxOakland | YouTube | 8 min 59

Your Micro-affirmations

The Office of DEI held its first annual Micro-Affirmations Day on Monday, November 6th during which we asked you to join us in creating a diverse and welcoming workplace environment through small acts of support and recognition. Below you will find some of the micro-affirmations shared with us.



"Who you are is entirely enough You are right where you are supposed to be in your life journey"

"I received one from my supervisor and it is always great to feel appreciated and respected."

"I cannot believe how fortunate I am to work with such bright, creative, and caring people who make it a joy to come to work each day!"

"I love how our faculty will jump in and help each other out - resulting in the best education for our students!"

"Told an IT [person] that [they] crushed it, when [they] figured out a frustrating problem."