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**To:** [comt\\_odi@list.arizona.edu](mailto:comt_odi@list.arizona.edu)  
**Subject:** [comt\_odi] Monthly ODEI Newsletter - November 2020  
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november

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**Dear UArizona COM – T Community,**

As November 3<sup>rd</sup> came and went, we found ourselves remaining in limbo for several days. After what seemed like an unending period of anticipation, while being bombarded by media, commercials, phone calls, pollsters, posters and placards, we all hoped it would come to a clear end. We were told “Hurry up and wait...patiently.” Regardless of the candidate you supported, the US 2020 Election resulted in a number of FIRSTS across our nation, which included a record number of votes for presidential candidates, as well as wins across the House and Senate that included candidates who represented increased racial, ethnic, gender and LGBTQ+ diversity. You might have also heard that “Champ” will be the first rescue/shelter dog to call the White House home! Most notably, on Saturday, November 7, 2020, we learned that Joe Biden was named President Elect, and with that, Vice President Elect Kamala Harris will be the first Black and Asian woman to hold this position, a daughter of immigrants and a mother. As they addressed the nation on Saturday evening, both Biden and Harris delivered strong messages of healing, hope and the importance of unifying the country.

Emotions and stress levels continue to run high as we await the outcomes of pending lawsuits and the official vote from our Electoral College next month. We all must recognize the growing chasm that divides the American people. How do we acknowledge the differences and heartfelt desires that fuel each of us in our personal convictions? It is important now more than ever to practice perspective-taking skills, “see the world through another person’s eyes, think for yourself, listen and respond with kindness, and remember we are better together”. Despite our differences, we must keep our shared goals in mind. As healthcare workers, we must prioritize wellbeing of our patients and colleagues as we seek to build an inclusive environment where all are valued and respected. Our environment is enriched by the objectives, talents and hard work we each bring to the task at hand. Communication and mutual respect will be the key to surviving this challenging time. Ask questions to obtain new information, not just to make a point. Listen deeply, not only to what your colleague views as the right answer, but to their “why” for that belief. Share honestly from your personal experience. And find your own “Brave Space”.

**“An Invitation to Brave Space”**

By Micky Scott Bey Jones

Together we will create brave space  
Because there is no such thing as a “safe space”  
We exist in the real world  
We all carry scars and we have all caused wounds.  
In this space  
We seek to turn down the volume of the outside world,  
We amplify voices that fight to be heard elsewhere,  
We call each other to more truth and love  
We have the right to start somewhere and continue to grow.  
We have the responsibility to examine what we think we know.  
We will not be perfect.  
This space will not be perfect.  
It will not always be what we wish it to be  
But...  
It will be our brave space together,  
and  
We will work on it side by side.



**Acknowledgements:**

Pre- and Post-election dialogues

ODEI hosted a series of Pre- and Post-election dialogues. These dialogue sessions were nonpartisan opportunities for groups to engage and share their feelings about the election. The focus of these sessions was community building and professionalism as colleagues during a divisive time. Be on the lookout for future dialogue opportunities.

[The Heartfelt Reasons We Wear a Mask](#)

Health Sciences leads and inspires with the “I Wear a Mask” series of videos and photo galleries. If you have not seen it yet, check it out! COMT was well represented.

[From Med-Start to PCP Scholarship: One Student’s Journey](#)

Ray Larez, MPH, grew up in the rural border town of Douglas, Arizona. He witnessed firsthand the difficulties his family members had accessing health care and developing trust with providers, and saw many of his neighbors travel across the border for medical care. “Rural Arizona is a unique place with a unique set of challenges,” Larez said. “My family and I experienced many problems accessing care. Those are really valuable experiences that I’ve carried with me.”

Now a third-year medical student at the University of Arizona College of Medicine – Tucson, Larez has been on the path toward medicine for a long time, supported by the Health Sciences Office of Equity, Diversity and Inclusion (OEDI), whose mission is to build a pipeline from underrepresented communities to the health professions. Multiple programs attract talented students, exposing them to educational and career possibilities and inspiring them to reach their dreams.

**Trainings:**

ODEI has embarked on an institution wide DEI training initiative. Every constituent is expected to earn 6 hrs/year from events hosted by ODEI. Make sure you record your attendance via [signup.com](#) during the session you attend.

A full list of Open Forum Trainings with registration links and descriptions is available on our website [HERE](#).

Trainings for DEI Hours are available including: Unconscious Bias for Search Committees, Implicit Bias & Interviews, Microaggressions, Inclusive Websites, Unconscious Bias for Search Committees, Implicit Bias & Interviews, Everyday Bias for Healthcare Professionals, Microaggressions, Confronting Bias, and Everyday Bias for Healthcare Professionals (Adapted for non-clinical setting).

**Quarterly Updates:**

ODEI hosted its second town hall on October 22, 2020 date. The town hall consisted of updates and reports from each of the AntiRacism in Medicine Subcommittees. You may access the recording here: (insert the link). See the website for additional information.

**Events:**

- During the month of November, we honor [National American Indian Heritage Month](#)



- We celebrate the culture and heritage of these remarkable Americans who deeply enrich the quality and character of our Nation.
- The University of Arizona resides on indigenous homelands of the Tohono O’odham and the Pascua Yaqui people, and we recognize the 22 sovereign nations of Arizona.
- 11/09 UA COM ODEI hosted a Diversity Lecture with **Dr Donald Warne**, addressing COVID-19 and American Indian Health Equity ([recording available here](#))
- [Dia De Los Muertos](#) November 2<sup>nd</sup>, 2020
- [Veterans’ Day](#) November 11, 2020
  - Please join us in thanking all of our College of Medicine – Tucson colleagues who are veterans for their service to our country.
- [Thanksgiving Day](#) November 26, 2020

**Reflection Corner:**

*We want to hear from YOU!!*

What is your favorite holiday tradition? Please submit a short video or photo response [here](#) telling us about your unique, special, and favorite family or cultural traditions for celebrating the upcoming holiday season! Please add your name and title or let us know if you prefer to remain publicly anonymous.

**Coming Soon:**

APSA [West Regional Meeting](#) December 5, 2020. The Tucson and Phoenix campuses of the University of Arizona College of Medicine will host the 2020 APSA Western Regional Meeting virtually on Zoom Saturday, December 5th, 2020. Registration is open to anyone with an interest in medicine, research, or a career as a physician scientist.

**Warm Regards,  
Office of Diversity, Equity and Inclusion**

UArizona College of Medicine – Tucson

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