



OFFICE OF
INSTITUTIONAL
DIVERSITY,
EQUITY &
INCLUSION

Diversity, Equity and Inclusion e-Newsletter | December 2021

ANNOUNCEMENTS

Diversity Essay Contest (open to Baylor Faculty, Staff, Trainees and Students): *Progress Notes*, the student magazine of Baylor College of Medicine, has launched an essay contest to allow reflections on diversity in medicine and the biomedical sciences in collaboration with the Office of Institutional Diversity, Equity and Inclusion. [Submissions](#) are open to all Baylor students, trainees, faculty and staff and should be in the form of narrative reflection, discussing topics related to diversity, inclusion and equity and its importance in medicine, science and our society. One winner will be chosen from each of four categories: faculty, trainee, staff, and student; and winners will receive a cash award net of any taxes. Deadline for submission is December 19, 2021.

Health Equity Grand Rounds: Baylor College of Medicine's Center of Excellence in Health Equity, Training and Research monthly health equity grand rounds will be Tuesday, Dec. 14 at noon. Dr. Emmanuel Urquieta, Medical Director for the Translational Research Institute for Space Health (TRISH) at Baylor's Center for Space Medicine will discuss *Diversity, Equity, and Inclusion in Human Spaceflight: Challenges and Opportunities*. [Zoom Registration Link](#);

Attendance Code: 988 8423 7199; Passcode: 225389. CME with ethics credit will be available.

OUTList Directory: The [Office of Diversity, Equity & Inclusion](#) worked to create the [OUTList](#) (intranet), an online directory and database for Baylor College of Medicine LGBTQ+ students, staff, faculty, residents and postdocs. This directory will help promote engagement, networking and awareness. We invite Baylor staff, faculty, and trainees who identify as LGBTQ+ to [join this directory](#).

Notice of Nondiscrimination

Baylor College of Medicine has updated and posted its Notice of Nondiscrimination, which outlines the College's commitment to a safe and supportive learning and working environment and provides information on reporting discrimination or harassment. See the full Notice of Nondiscrimination on the [Diversity, Equity and Inclusion website](#) or on the [BCM intranet](#).

Join Our Informational Listserv: Email institutionaldiversity@bcm.edu to be added to the DIVERSITY-INFO listserv to receive our monthly e-newsletter as well as other regular and special updates regarding events, awards and recognition programs, trainings, opportunities, etc.

PROFESSIONAL DEVELOPMENT

May 17, 2022 | [Fifth Annual 2022 Baylor College of Medicine Health Equity Summer Research Summit](#) | National conference open to healthcare professionals (including academic and private practice physicians, nurses, physician assistants, social workers, etc.), biomedical scientists, public health and other government officials, trainees and students (including undergraduate and high school students), healthcare system leaders, not-for-profit organizations and community members | CME, CNE, and SW CEU available

Conferences

Dec. 6-7, 2021 | Virtual | [The State of Anti-Black Racism in U.S. Science, Engineering, and Medicine](#)

Dec. 8-10, 2021 | All virtual | [2021 CityMatCH Conference: Examining the Roots](#)

Dec. 14, 2021, 12 p.m. ET | [Tribal Health Information Technology Summit](#)

Jan. 19-21, 2022 | [AAMC Center for Health Justice and Hastings Center Health Equity Summit](#) | Isabel Wilkerson, author of *Caste: The Origins of Our Discontents*, will keynote a two-day virtual summit

Jan. 25-26, 2022 | All virtual | [USA's Health Action Conference: Health Justice Now](#)

Jan. 25-27, 2022 | All virtual | [National Network of Public Health Institutes Open Forum: Next Generation](#)

March 10-12, 2022 | Washington, D.C. | 2022 AAMC Group on Diversity and Inclusion Professional Development Conference (Save the Date)

March 28-30, 2022 | Phoenix, AZ | [Beyond Flexner Conference](#)

April 6-8, 2022 | All virtual | [Academic & Health Policy Conference on Criminal Justice Health](#)

April 12-13, 2022 | Washington, DC and Virtual | [Population Health Alliance Innovation Summit](#)

May 2-4, 2022 | Denver, CO | [Conference for Agricultural Worker Health](#)

May 4-6, 2022 | Virtual Conference | 2022 AAMC Health Workforce Research Conference (Save the Date)

May 10-12, 2022 | Cleveland, OH | [AHA Community Health Improvement: Accelerating Health Equity Conference 2022](#)

Recruitment Events

April 23, 2022 | Baylor College of Medicine | [Seventh Annual 2022 Diversity Admissions Symposium](#) | For undergraduate and post-baccalaureate students from diverse backgrounds

June 2022 (exact date TBD) | Baylor College of Medicine | [Second Annual 2022 GME Diversity Prelook Event](#) | For U.S. medical students from diverse backgrounds

Feb. 2-5, 2022 | [Texas Association of Advisors for the Health Professions 2022](#) | San Antonio, TX (UME and SHP recruitment)

March 4-6, 2022 | [Latino Medical Students Association \(LMSA\) National Conference 2022](#) | Philadelphia, PA (GME recruitment)

April 13-17, 2022 | [Student National Medical Association \(SNMA\) Annual Medical Education Conference 2022](#) | Orlando, FL (GME recruitment)

June 15-19, 2022 | [National Association of Advisors for the Health Professions 2022](#) | Denver, CO (UME and SHP recruitment)

Webinars and Online Trainings

Dec. 2, 2021, 12 p.m. ET | [Moving from Antiracism Intention to Action, Part Two: Data Equity Framework Reflection Applied In Action](#)

Dec. 3, 2021, 9 a.m.-4 p.m. ET | [Society for Disaster Medicine and Public Health \(SDMPH\) Annual Meeting - Climate Change: The Intersection of Disaster Medicine and Public Health with Climate and Health](#)

Dec. 8, 2021, 12 p.m. ET | [Can Subsidized Transportation Options Slow Diabetes Progression?](#)

Dec. 8, 2021, 2-3 p.m. ET | [Exploring Urban Health Data with the Big Cities Health Coalition](#)

Dec. 13, 2021, 2 p.m. ET | [FDA Engaging Generations on Future Cancer Equity Opportunities](#)

Dec. 14, 2021, 12 p.m. ET | [Salud! America: How to Encourage Latinos to Participate in Clinical Trials](#)

Dec. 17, 2021, 1 p.m. ET | [Prevention Specialists and Native Communities Webinar Series](#)

EVENTS & CELEBRATIONS

December is...

- **International Day of Persons with Disabilities** (Dec. 3) raises awareness about persons with disabilities in order to improve their lives and provide them with equal opportunity.
- **National Handwashing Awareness Week** (Dec. 1-7) Germs are everywhere. [Make handwashing with soap and water a healthy habit](#) to protect yourself and your family from getting sick. Learn about CDC's handwashing campaign, [Life is Better with Clean Hands](#)
- **Human Rights Day** (Dec. 10) commemorates the United Nations adoption of the Universal Declaration of Human Rights on this day in 1948.
- **Other holidays/celebrations in December include** World Aids Day (Dec. 1), Bodhi Day (Dec. 8), Our Lady of Guadalupe (Dec. 12), Bill of Rights Day (Dec. 15), Winter Solstice (Dec. 21), Christmas Eve (Dec. 24), Christmas Day (Dec. 25), Kwanzaa (Dec. 26, 2021-Jan. 1, 2022), Wounded Knee Day (Dec. 29), and New Year's Eve (Dec. 31).

Interfaith Panel for World Religions Day, Jan. 18, 12-1 p.m.: Originating in 1950, the purpose of World Religion Day is to highlight the idea that the spiritual principles underlying the world's religions are harmonious, and that religions play a significant role in humanity. In the context of healthcare, this is an opportunity to consider the shared ways in which religious traditions approach health, healing, and the body, and also to better understand where they diverge. We invite BCM students and staff to a virtual panel discussion that will bring together four traditions to highlight perspectives on the relationship between health and religious identity, belief, and practice. This year, the panelist will focus in particular on the role of faith in fostering resilience during the pandemic.

OPPORTUNITIES / VOLUNTEERS NEEDED

Career Development Program for UIM Residents and Fellows, Application Deadline: Dec. 15, 2021: Housestaff Emerging Academy of Leaders-U.S.A. (HEAL-USA), launched by UT Southwestern's Office of Faculty Diversity & Development, is a networking and professional development program designed for residents, fellows, and supporting faculty that have been historically underrepresented in medicine (UIM), such as Black/African Americans, Latin/Hispanics, American Indian/Alaska Natives, and Native Hawaiian/Other Pacific

Islanders. HEAL-USA is a 6-month program designed to further develop and provide underrepresented minority housestaff (residents/fellows) from across the nation with the additional components needed, ideally, for a successful transition into the role of academic faculty. Interested participants must complete and submit their applications by December 15, 2021. There are no costs or fees to be a HEAL-USA participant. [Apply now!](#)

Baylor COATS (Community Outreach, Action, Training and Service) for Excellence and Equity is an institutional initiative comprised of Baylor faculty, staff, trainees and students who are committed to advancing our diversity, inclusion and equity goals. Baylor COATS seeks to identify staff, faculty, students and trainees who are in good standing to join the program. To register to participate in the Baylor COATS for Excellence and Equity program, please email the Office of Institutional Diversity, Equity and Inclusion at institutionaldiversity@bcm.edu.

Health Equity Research & Policy Fellowship Opportunities

[NCQA Phyllis Torda Health Care Quality and Equity Fellowship](#)

Application Deadline: Jan. 3, 2022

[BMSF Diversity in Clinical Trials Career Development Program](#)

LOI Deadline: Jan. 14, 2022 | [Informational Webinar](#): Dec. 7, 2021, 4:30 p.m. ET

[Pozen-Commonwealth Fund Fellowship in Health Equity Leadership at Yale University](#)

Application Deadlines: Jan. 31, 2022 and March 30, 2022

[RWJF Health Policy Research Scholars](#)

Application Period: Jan. 12 - March 16, 2022

Extramural Funding Opportunities

[HRSA Family-to-Family Health Information Centers](#)

Application Deadline: Jan. 5, 2022

[NOSI: Research to Address Vaccine Hesitancy, Uptake, and Implementation among Populations that Experience Health Disparities](#)

Expiration Date: Jan. 8, 2022

[CDC National Initiative to Advance Health Equity in K-12 Education](#)

Application Deadline: Jan. 10, 2022

[Racial Equity in Postpartum Care Challenge: Phase 1](#)

Application Deadline: Jan. 31, 2022 | Informational Webinar: Nov. 18, 2021 at 10:45 a.m. ET

[Effectiveness of School-Based Health Centers to Advance Health Equity \(R01\)](#)

Application Deadline: Feb. 5, 2022

[Measures and Methods to Advance Research on Minority Health and Health Disparities-Related Constructs \(R01\)](#)

Application Deadline: Feb. 5, 2022

[Notice of Special Interest \(NOSI\): Biologic Factors Underlying Dental, Oral, and Craniofacial Health Disparities](#)

First Available Deadline: Feb. 5, 2022

[Patient-Clinician Relationship: Improving Health Outcomes in Populations that Experience Health Care Disparities \(R01\)](#)

Application Deadline: Feb. 5, 2022

[USDA Farm and Food Worker Relief Grant Program](#)

Application Deadline: Feb. 8, 2022

[Office of Minority Health & Health Equity: Enhance Equity Funding Opportunity](#)

Application Deadline: March 31, 2022

[Innovation Grant: COVID-19 and Health Equity \(R01\)](#)

Application Deadline: March 31, 2022

[Research to Improve Native American Health](#)

LOI Deadline: April 17, 2022

RESOURCES & NEWS

[Black students take on more debt and get fewer slots on grants, data show](#)

By Jeffrey Mervis, *Science*

[Historian calls on all Americans to recognize and fix its racial caste system](#)

By AAMC News

[Human geneticists curb use of the term 'race' in their papers](#)

By Rodrigo Pérez Ortega, *Science*

[Paving the way for DACA recipients in health care](#)

By AAMC News

[Racism hurts us all, warns equity activist Heather McGhee, JD](#)

By AAMC News

[Researchers find disparities in suicide risk among lesbian, gay, and bisexual adults](#)

By NIH News

[Seeking and speaking truth about racism starts with having candid conversations about race](#)

By AAMC News

[Enrollment of International Students Begins to Rebound from Covid-19 Decline](#)

By *INSIGHT* Staff

[Latinx Americans with Darker Skin Face More Discrimination, Study Shows](#)

By *INSIGHT* Staff

[Drexel University to Use \\$14 Million NIH Grant for Health Disparities Research, Faculty](#)

[Recruitment](#)

By *INSIGHT* Staff

[First Black Woman Transplant Surgeon Receives Prestigious Award](#)

By Mariah Stewart, *INSIGHT Into Diversity*

[Oklahoma State University Takes Major Steps to Fight Health Disparities for Native American Communities](#)

By Lisa O'Malley, *INSIGHT Into Diversity*

[Addressing the Lack of Black Mental Health Professionals](#)

By Lisa O'Malley, *INSIGHT Into Diversity*

[Campus Disability Offices Rebranding to Become More Inclusive](#)

By Lisa O'Malley, *INSIGHT Into Diversity*

QUESTIONS OR COMMENTS?

Inclusion and Equity Ambassador: Please contact your department, center or school's faculty and staff [ambassadors](#) for diversity, inclusion and equity questions or suggestions.

Inclusion and Excellence Council: Send your thoughts and suggestions on ways to enhance inclusion and excellence at Baylor by emailing members of the [Council](#). This standing committee of the College includes student, trainee, faculty and staff representatives.

Items for e-Newsletter: To submit items for the monthly Diversity, Equity and Inclusion e-Newsletter, please [contact our office](#).

Facts and Statistics: Each year, the Office of Communications and Community Outreach publishes [Fast Facts](#), which documents important demographic information about our students, trainees, faculty and staff. Additional resources on yearly demographic trends can be found on the [Office of Faculty Affairs/Faculty Development](#), [Office of the Registrar](#), and [Office of Institutional Diversity, Equity and Inclusion](#) web pages.

You can also review the most recent [Institutional Diversity, Equity and Inclusion 2020-2021 Annual Report](#).

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