

## Diversity and Inclusion Newsletter:

### *Celebrating Diversity*

Welcome to the inaugural diversity and inclusion newsletter (newsletter-ish)! In this newsletter (or section of the resident weekly announcements) we will provide updates on diversity and inclusion initiatives within the residency and throughout the University of Arizona/Banner Medical Center. Additionally, we will include announcements regarding opportunities to engage with the community and further promote and support diversity and inclusion in the medical field.

Some of you rotating through our inpatient service may have asked “where did our Chili Peppers go?!” Well, several students, faculty, residents, and rotators have expressed discomfort with the use of a chili pepper to signify Spanish speakers. To be clear, the practice was started by a Latin American student and has never been used in a derogatory way. However, as the residency and the American culture at large grow and evolve, there comes a time when small changes can make large impacts on inclusivity, education, and even recruitment. But let’s face it, we like the magnet system which serves a purpose in the flow and organization of pre-rounds/rounds. MEET your new and improved (culturally appropriate) magnets 😊!! Stop by and check them out. If you are confused by the need for change please read this article: <https://www.vox.com/2015/3/16/8226025/the-economist-chili-peppers>

## Happy Black History month!

*Did you know?*

Did you know that one of the most cited reasons for the lack of diversity in the STEM disciplines is a lack of representation and role models in the STEM fields. Many young minority students have no idea they too can grow up to become doctors, engineers, mathematicians, and scientists. Some of the best work we can do is to expose children to the various possibilities in life.

Our program continues to be a great example of the diversity in medicine. Seeing is believing!

-Representational art by Frank Morrison



Leticia Moedano, MD, D&I committee co-chair

Nicolette Barbour, MD, D&I committee co-chair