

## Diversity and Inclusion Newsletter:

### *Celebrating Diversity*

#### What makes this time different?

What makes this different? What makes this particular death of a black man at the hands of the police any different than the death of Freddie Gray? What makes this different than the murder of Tamir Rice? What makes this different than the untimely death of Sandra Bland? What makes this different than the death of Trayvon Martin?

I can recite these names and many more with such ease of the tongue but such pain in my heart, raging pressure in my chest, with fear and tears in my eyes. I can recite these names as easily as I can recite the names of Emmett Till, Medgar Evers, Malcolm X, and Dr. Martin Luther King, Jr.

As physicians, health care professionals, researchers, and advocates for marginalized populations, we are familiar with how epigenetics, health inequities, and toxic stress can lead to poor health outcomes. How many times can a community be subjected to viewing modern-day lynchings before they start asking themselves in the words of our 45th President “what do you have to lose?”

In the wake of the national attention surrounding the death of George Floyd, many are asking what we can do to help as healthcare professionals. We can acknowledge that these atrocities happen every day in medicine; however, the weapons are not as striking as viewing asphyxiation secondary to forcible airway compression. Instead, the weapons are bias (we all have them), indifference, lack of access, complacency, and silence. We can all help by saying something.... anything.

This month I had planned on sending out a newsletter dedicated to pride month. One thing I've always admired about the gay rights movement is how enthusiastically allies of gay, lesbian, bisexual, transsexual, and queer individuals advocated for their rights. My colleagues and I would love to have a few outspoken allies as well.

#### Call to action - Ways to use your voice and social status to effect change:

- Join D&I committee
- Attend #WhiteCoatsforBlackLives event on Friday (see below)
- Attend bias training
- Challenge loved ones who may deny that racism exist



Friday June 5th, 10 am PST, at your clinic, hospital, or virtual site  
Kneel for 10 min in remembrance of George Floyd and Countless Others  
Social distancing and masks please

-Nicolette and Leticia

***Diversity and Inclusion co-chairs***