



Anti-racism, Diversity, Equity, and Inclusion (ADEI) Newsletter

Dear MEHP colleagues,

Thank you for your contributions and support of the department's ADEI activities. Please read on to see what we've been up to over the past several months. We have also recently updated the ADEI sections of the MEHP website. Make sure to check out each of the tabs available under the dropdown menu in the main header for additional resources.

Sincerely,
Holly and Tangee
ADEI Co-Chairs

MEHP's ADEI Priorities and Goals

As a reminder, in 2022, MEHP adopted an [ADEI Strategic Plan](#). The ADEI Co-Chairs regularly monitor progress toward the plan's goals, along with the ADEI Leadership Team and ADEI Committee.

Take a look at a [brief overview](#) of our ongoing work to achieve these goals, as well as recent accomplishments and upcoming activities.

ADEI Funds Available to Department Members

In 2021, MEHP leadership set aside funds to support department members in pursuit of ADEI activities. These funds are distinct from MEHP funding for our ad hoc ADEI open forum discussions and monthly ADEI recognition events, the ADEI staff mentoring program, and SUMR scholar support.

The ADEI Funds Subcommittee recently finalized a [policy](#) for use of these funds, available for review here. We encourage you to be on the lookout for activities with strong connections to MEHP's ADEI goals that might be good uses of the fund and to propose creative new ideas.

The ADEI Funds Subcommittee has also developed a list of [possible fund uses](#), although this is not intended to be exhaustive.

The Subcommittee was pleased to be able to support Tangee Streeter's recent request to attend the 45th Annual Association for Black Women in Higher Education ([ABWHE](#)) conference in Philadelphia. Tangee shares her reflection on that meeting below.

ABWHE National Conference – 45 Years of Reflection: Unlimited Lessons for the Future

In October, I had the privilege of attending the 45th Annual Association for Black Women in Higher Education ([ABWHE](#)) conference in Philadelphia. This was my first time attending a professional conference. It was truly inspiring to network, learn from other black women in academia and take it all in. The conference highlighted the importance of having professional spaces for authenticity, accountability, and celebration.

This year, the national conference was a celebration of its founding member and former national leader [Dr. Jaqueline Kane](#) and this year's motto was "Lift as We Climb".

I attended some workshops on mentoring, building a local ABWHE chapter, the benefits of joining a board, and "Black Women's Experience with OCB (Organizational Citizenship Behavior)."

The OCB workshop was really eye opening. It was about how we make meaning of all the "above and beyond" tasks we perform that are not listed in our job profiles. I had such a great time at this Conference learning from our "wisers" (wise elders), remembering that self-care is an act of liberation (not optional), and meeting women along the same journey.

Thank you to the ADEI Committee and Leadership for the opportunity to attend this meeting for my personal and professional growth.



The Association of
Black Women in
Higher Education, Inc.

Monthly ADEI Recognition Events

One of the new initiatives launched this year is that the department will be hosting ADEI events linked to national recognition months.

The ADEI Events Subcommittee (Tangee, Holly, Sophia, Kelsey, and Chioma) would love to hear from department members with ideas for how we should recognize each month, as well as any recognition months we may have missed.

Activities could include a cultural event (e.g., learning about cultural traditions), discussion group (e.g., centered on a relevant article, movie, book), educational event (e.g., learning about an important individual or event), service activity (e.g., volunteer project), or anything else you can think of – there's lots of flexibility. Please share your ideas and if you'd like to participate in organizing the event for a specific month, let us know.

Thank you to everyone who attended our kickoff event in October to recognize the ADEI contributions of MEHP department members. We appreciate our fabulous presenters, Amy Ashbridge, Erica Dixon, Ravi Parikh, and Harald Schmidt, who shared their wide-ranging ADEI activities, including creating opportunities for local high school students, promoting health equity in Philadelphia, debiasing health care algorithms, and allocating scarce resources in ways that are as fair as possible.



On November 16 we screened the documentary, [Gather](#), and were lucky to have the film introduced by the director, Sanjay Rawal, who joined via Zoom.

Gather follows Nephi Craig, a chef from the White Mountain Apache Nation (Arizona), opening an indigenous café as a nutritional recovery clinic; Elsie Dubray, a young scientist from the Cheyenne River Sioux Nation (South Dakota), conducting landmark studies on bison; and the Ancestral Guard, a group of environmental activists from the Yurok Nation (Northern California), trying to save the Klamath river.

After the film, we had a wide-ranging discussion, which touched on the work of [Abigail Echo-Hawk](#), who gave the [keynote lecture](#) at the 2022 American Society of Bioethics and Humanities Annual Meeting. During the pandemic, Abigail requested PPE for her colleagues at the Seattle Indian Health Board to allow them to continue serving Washington's Native population. Instead, they received body bags, which Abigail fashioned into a traditional [ribbon dress](#).



Please join us and look out for more information about our upcoming ADEI recognition events:

January 2024: On January 17th at 3pm in 1402 Blockley Hall we will host a panel discussion with Carl Gershenson, Director of the Eviction Lab at Princeton, and Carrie Rathmann, Director of Strategic Partnerships at Habitat for Humanity Philadelphia moderated by our own Kelsey Lovering.

ADEI Monthly Recognition Event
January: POVERTY IN AMERICA AWARENESS MONTH

• Wednesday, 1/17/24, 3pm • 1402 Blockley •

Join us for a moderated discussion with experts from Princeton University's Eviction Lab and Habitat for Humanity on the causes and effects of eviction, health impacts of housing challenges, policy solutions, and initiatives underway here in Philadelphia to address these issues.

Join us via Zoom here:
<https://pennmedicine.zoom.us/j/99126669445>

light refreshments will be served



Carrie Rathmann, Director of Strategic Partnerships, Habitat for Humanity Philadelphia



Carl Gershenson, Lab Director, Princeton University Eviction Lab

February 2024 (date TBD)

January	Poverty in America Awareness Month
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February	Black History Month
March	Women's History Month
April	Arab American Heritage Month
May	Asian/Pacific American Heritage Month Jewish American Heritage Month
June	LGBTQ+ Pride Month
July	Disability Pride Month
August	Summer Break
September	Latinx Heritage Month
October	Departmental Recognition of MEHP ADEI Activities
November	Native American Heritage Month
December	Winter Break

ADEI Sub-Committees

This year, the ADEI co-chairs aimed to reinvigorate the MEHP ADEI committee. Several new subcommittees have launched, working on new initiatives for this year and beyond.

1) ADEI events committee: Charged with organizing monthly ADEI recognition events, as noted above.

2) ADEI funds committee: Charged with developing a policy for use of MEHP ADEI funds, reviewing requests for those funds, and suggesting proposed uses, as noted above.

3) ADEI website committee: Charged with maintaining the ADEI section of the MEHP website.

4) Diverse health policy resource committee: Charged with considering and developing a resource similar to www.diversebioethics.org with a focus on health policy.

5) Open forum committee: Charged with identifying topics for ADEI Open Forum discussions, which will resume in February 2024. We have some exciting topics to share and our first session of the year will be a [Lego Serious Play](#) (LSP) session with MEHP Secondary Faculty member Allison Bittenheim. LSP involves individuals “playing” with Legos while discussing serious topics. We plan on centering our LSP around the idea of “nice racism” in academia. Save the date coming soon!

6) Staff hiring guide committee: Charged with developing and updating a staff hiring guide (similar to the [faculty hiring guide](#)) that can be used by MEHP supervisors and managers with an emphasis on questions and prompts related ADEI for job applicants.

What if you have a concern related to anti-racism, diversity, equity, and inclusion?

The University of Pennsylvania and the Perelman School of Medicine have numerous policies and resources regarding ADEI. We have compiled a list of resources [here](#), but note they may periodically be amended and URLs/contacts may change. Within MEHP, the ADEI Co-Chairs can help you navigate these resources should an ADEI concern arise.

Additional Resources

Around Penn:

[Supporting Our Community in Times of Crisis](#)

[Penn’s Action Plan to Combat Anti-Semitism](#)

[Living the Hard Promise: A Dialogue Series](#)

[Medical Ethics & Health Policy Website](#) | [ADEI Page](#)

