



BROWN
Alpert Medical School

OFFICE OF THE CHAIR
Department of Psychiatry and Human
Behavior

Dear DPHB Community,

Below is an update and overview of recent and upcoming initiatives relating to Anti-Racism, Diversity, Equity and Inclusion. Please complete the survey at the bottom if you would like to become more involved in these efforts.

DPHB Leadership Anti-Racism Action Plan

In June 2020, The DPHB put out a [Leadership Statement on Confronting Racial Injustice](#) that renewed the Departmental commitment to addressing structural racism. Key aspects of our commitment include a focus on confronting our own racism and privilege, incorporating a social justice lens in our educational offerings for trainees and faculty, and renewing our commitment to recruitment and retention of trainees and faculty of color. Here we provide follow-up information about the actions we are taking and encourage all faculty, trainees, and staff members to participate in enacting critical changes to implement anti-racist behaviors and attitudes.

The Diversity Committee of the DPHB and CAAS was established 20 years ago and includes several valuable activities and initiatives provided by volunteer members of our faculty and trainees. These important contributions include the Diversity Mentorship Program, the Diversity Speaks newsletter, coordination of diversity supplements for faculty or trainees from under-represented backgrounds, an annual Diversity Faculty Research Award, sponsored attendance at leadership conferences such as the Minority Faculty Leadership Development program, educational programs on diversity, equity and inclusion, and communication about diversity efforts during trainee recruitment, among others. More information about the committee and these programs can be found on our website [here](#).

New Initiatives in Diversity, Equity, Inclusion, and Anti-Racism:

- The DPHB and Center for Alcohol and Addictions Studies (CAAS) have committed to funding a teaching stipend for each of the Chairs of the Diversity Committee.
- Several groups focused on anti-racism, diversity, equity, and inclusion have formed at the hospitals and in clinical and research units. It has been very encouraging to hear about the open spaces created in faculty and staff meetings, research team conferences, and ongoing meetings with trainees, faculty, and staff to continue this conversation over time and enact real change.

We are deepening our ongoing commitment to recruit trainees of color and enhance the diversity of our faculty, by evaluating our existing admissions processes and developing new strategies to reach out to and support under-represented minority applicants.

- On August 1, 2020, over 400 students from across the country attended Alpert Medical School's Office of Diversity and Multicultural Affairs national virtual residency recruitment for Under-represented in Medicine (UiM) students. Several members of DPHB leadership attended, including Drs. Guthrie, Rasmussen, and Brannan. We plan to participate in additional virtual recruitment fairs for BIPOC (Black, Indigenous and People of Color) trainees.
- All faculty involved in trainee admissions in for the Child Psychiatry Fellowship/Triple Board Residency, the Adult Psychiatry Residency, the Clinical Psychology Internship, and the Postdoctoral Fellowship Programs will participate in training on implicit bias for healthcare providers, tailored to considering systems of privilege that may impact prospective students' training environments and accomplishments.

We are committed to reviewing and changing our didactic series for trainees across all programs as needed and providing more training for faculty to enhance their awareness and competence in addressing issues of DEI and anti-racism.

- We are conducting a review of educational offerings across all training programs to more effectively incorporate issues related to diversity and social justice.
- The Education Committee is developing workshops and other offerings for faculty to increase competence in addressing issues relating to diversity, race, and race-based trauma in supervision and clinical work.
- The DPHB is developing an anti-racism curriculum with a focus on how racism has framed historical practices in psychology and psychiatry. This will be available for faculty and trainees to use to form reading/action groups.

The DPHB is partnering with the Diversity Committee and other local groups focused on anti-racism, diversity, equity, and inclusion to develop an Anti-Racism Steering Committee. This committee, comprised of trainees and faculty, will be responsible for developing a coordinated and effective anti-racism action plan, including the above domains as well as new initiatives. The Anti-Racism Steering Committee will work review and provide recommendations to DPHB Leadership on issues such as:

- Financial support for recruitment and retention of BIPOC faculty
- Potential adoption of departmental requirements for faculty training regarding diversity, equity, inclusion and anti-racism at the time of initial faculty appointment and re-appointment
- Enhanced focus on trainee evaluations of faculty teaching and supervision in areas relating to DEI and anti-racism at the time of re-appointment and promotion

We welcome your contributions to these efforts. If you are interested in participating in the Anti-Racism Steering Committee or initiatives related to these efforts, please complete the following survey: [Survey](#)

Steven A. Rasmussen, MD - Mary Zucker Professor & Chair, Department of Psychiatry and, Human Behavior

Larry K. Brown, MD, Vice Chair and Director, Division of Child & Adolescent Psychiatry

Tracey M. Guthrie, MD, Residency Training Director, General Psychiatry Residency

Jeffrey Hunt, MD, Program Director, Child & Adolescent Psychiatry,

Ernestine Jennings, PhD, Co-Chair, Diversity Committee

Elizabeth McQuaid, PhD, ABPP, Vice Chair and Director of Clinical Psychology

Audrey R. Tyrka, MD, PhD, Director of Research Training, Adult Psychiatry Residency