

THOUGHTS FROM THE DIVERSITY COORDINATOR: "PLEASE DO NOT REFER TO US AS 'UNDERREPRESENTED', 'UNDERSERVED', 'MARGINALIZED' OR 'MINORITY' ANYMORE"



While perusing in my Black Student Affairs Professionals group online, someone presented a LinkedIn Post entitled "Please do not refer to us as 'underrepresented', 'underserved', 'marginalized' or 'minority' anymore."

The writer asks that people not refer to people of color, women, LGBTQIA+, seniors, veterans, immigrants, founders with disabilities, and other groups that are not the majority as these words but as "untapped". According to Webster's, "untapped" is defined as being "not drawn upon or utilized" or "available but not used."

While this is true, does the word "untapped" or "undertapped" really capture the experience of these groups? Is the seat at the table for these groups really that simple to obtain? Based on what this author wrote, it would be just a matter of a person of color or woman, etc., to show up and be present. In my opinion, "untapped" sugarcoats the experience. Something to think about and have conversations about...

MULTICULTURAL COMMUNICATIONS MONTH

April is Multicultural Communications Month!

Whether one refers to it as "multicultural communication", "cross-cultural communication" or "intercultural communication, this month is to look into how culture affects communication or how communication is done between groups; how they interact with one another. Multicultural Communications is studied within anthropology, cultural studies, linguistics, psychology, communication studies and to a certain extent, within business.

Of course within communication, there is nonverbal and verbal communication. Culturally, there are some things that may be accepted in American culture that are not accepted in other cultures.

Nonverbal examples:

*In the overall American culture, it is okay to use one index finger to beckon someone to come to you. The majority of Asian culture says that one should use the whole hand to beckon someone because one finger is rude.

*In the Ghanaian culture, one should not cross their legs when sitting in front of someone, whereas in American culture, it's okay to do so.

Verbal examples:

*Raising your voice to express your point to someone that does not speak the language you do as well.

*Not understanding or using the cultural slang/colloquial language inappropriately (i.e., LGBT Slang, AAVE/Ebonics, Verlan, etc.)

As a part of this month, take the time to raise your level of intercultural competence and research some more into cultural communication cues. If we are to be champions of diversity, we have to be able to communicate with one another in a respectful manner.

UPCOMING BWFC EVENTS



Annual Leadership Conference - Managing your Career
Featuring:

Becky Edmunds, President and Found of the Edmund's Group

Becky has over 20 years experience in providing organizational development services including executive coaching, talent management, team development, and leadership development to diverse organizations. She has expertise in custom designing programs that both support and align business strategy and enhance senior team interaction.

April 20, 2017

12-5PM

ECHI Conference Room A-D

BWFC NEWS

Brody Women Faculty Executive Committee Seeks New Leaders!



Please nominate yourself or others to serve for any open position. Full members are eligible to serve as officers. Bylaws can be found the BWFC Website. (Under the "About Us" tab)

- Chair-elect = 3 year term (Chair and Past-Chair)
- Program Chair (2 positions) = 1 year term
- Secretary/Treasurer = 1 year term

Please contact Suzanne Lea (leac@ecu.edu) or Lisa Domico (domicol@ecu.edu) for more information.



Johanna L. Hannan, Ph.D. (Assistant Professor, Department of Physiology, LSB 241, Brody School of Medicine) has been selected to represent BSOM at the AAMC Early Career Workshop for 2017. Dr. Hannan has served as BWFC Program Committee Co-chair for the past two years and she has been instrumental in identifying women thought-leaders in academic medicine from across the USA to participate in the BWFC leadership develop seminars and workshops at ECU. She will report back on her AAMC experience during a BWFC program to be held in Fall 2017 semester.

Congratulations Johanna!

UPCOMING VCDI EVENTS

Save the date

2nd Annual “Laps for Learning”
12 PM on April 19, 2017 at Laupus Lake

a fundraising event hosted by the
BSOM Vice Chairs of Diversity and Inclusion



Would you like to be outside, get exercise, and talk to others while raising money for a good cause at the same time?

Come participate & help raise funds to support the
Summer Biomedical Research Program (SBRP)

Event Details

- ◊ Individuals and/or teams will acquire donations* for the number of laps they anticipate completing** during the 40min race time.
- ◊ Prizes will be awarded for the most money raised, most number of laps completed, & for the largest team.
- ◊ Medical and graduate students who have successfully completed SBRP will be on hand to discuss the program for those that are interested.

Start getting your teams ready now!

Sign up details are coming soon

*suggested minimum contribution \$1/lap
** laps will be averaged for teams

Laps for Learning is coming up soon!! If you are interested in participating, please gather your team and meet VCDI at Lake Laupus and pledge how many laps you are going to do.

Or if you are not able to attend but would still like to contribute, please check DHS Announce or email The Office of Diversity Affairs for the pledge form!

CHAMPIONING DIVERSITY: PHOTOS FROM MARCH AND UPCOMING ECU EVENTS



Five of the Brody Women's Faculty Committee served as representation for Brody School of Medicine at the installation of the 11th Chancellor of East Carolina University, Dr. Cecil Staton.

The faculty that attended were:

Dr. Maria Clay, PhD, Department Chair, Department of Bioethics and Interdisciplinary Studies

Dr. Suzanne Lea, PhD, Associate Professor, Department of Public Health

Dr. Rachel Roper, PhD, Associate Professor, Department of Microbiology and Immunology (Flag Bearer)

Dr. Susan Schmidt, MD, Associate Dean of Student Affairs; Clinical Associate Professor, Department of Family Medicine

Dr. Kathryn Verbanac, PhD, Professor, Department of Surgery

Five of the Student National Medical Association members traveled with The Office of Diversity Affairs to North Carolina Agricultural and Technical State University in Greensboro, NC to visit with the NCAT MAPS (Minority Association of Pre-Medical Students) and to talk about their experiences in medical school.

The students that attended were:

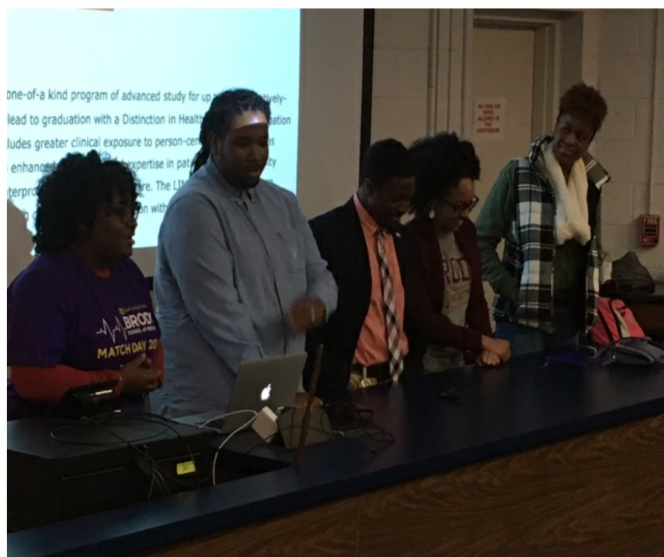
Christana Ajewole, M4

Adrian Ambrose, M2 (NCAT Alumnus)

Vanessa Dorismond, M4

Joshua Jackson, M3

Jessica Webb, M4 (NCAT Alumna)



Thursday, May 4 at 5:30 pm in the Great Rooms in Mendenhall Student Center

Lavender Launch is the annual ceremony presented by the LGBT Resource Office to honor our LGBT and Ally graduates. If you are graduating in May 2017, August 2017 or December 2017, we invite you to register to participate in this year's event which will be held on Thursday, May 4 at 5:30 pm in the Great Rooms in Mendenhall Student Center. Dinner will be served following the ceremony and we encourage you to invite family and friends.

CELEBRATIONS & OBSERVANCES

OTHER APRIL HIGHLIGHTS: WORLD HEALTH DAY AND YOM HASHAOH



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World Health Day is the global health awareness day that is sponsored by the World Health Organization and celebrated every April 7 to provide an opportunity for people to mobilize around a central health topic every year. This day also is the anniversary of the founding of the WHO in Geneva, Switzerland.

This year's theme is "Depression: Let's talk". According to the WHO: depression is the second leading cause of death among 15-29 year olds. Understanding what depression is and how it can be prevented will help to reduce the stigma and lead to more people seeking help.

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Yom HaShoah or Holocaust Remembrance Day is the day of commemoration in Israel and by people in the Jewish Diaspora for the 6 million Jews that perished in the Holocaust in Nazi Germany.

This day was first inaugurated in 1953 and is celebrated on the 27th day of Nisan (the first month of the ecclesiastical year and seventh month of the civil year); eight days before Israeli Independence Day.

On this day, there is a solemn ceremony held; whether it is the recitation of the Kaddish or lighting memorial candles. Abroad, sometimes the 6 million names are read aloud.

CELEBRATE DIVERSITY EVERYDAY IN MARCH AT BSOM AND ECU

Suggested Ways to Celebrate

Try to attend the Diversity Training Sessions offered by Office of Equity and Diversity. Go to Cornerstone and see what is available!

April 26 is Administrative Professionals Day. Please make sure to thank your admin today!

Because April is Multicultural Communications Month, check out the Duolingo app and learn a few words in another language that you do not know.

Peut-etre un peu de français?

April 29 is Showa no hi or the Celebration of Emperor Showa in Japan. Look him up on Wikipedia!

Arbor Day is in April! If you can, plant a new tree or find out what your community is doing to celebrate.

The LGBT Resource Office is showing "Kumu Hina", a film about maintaining Pacific Islander culture in modern day Hawaii. April 10, Mendenhall Student Center 244!

April 13 is Day of Pink, a day to stand up against Bullying, Cissexism and Heterosexism. Take the pledge today and join us in wearing pink then!



THE OFFICE OF DIVERSITY AFFAIRS

The mission of The Office of Diversity Affairs is to foster a sustainable environment that promotes and commits to diversity and inclusion through intentional programming, support and research.

Our vision is that the Brody School of Medicine will strive to be a global leader in diversity research, data driven outcomes, education and programming, to serve and inspire positive change in academic medicine and beyond.



TO CONTACT ODA OR TO SHARE DIVERSITY NEWS



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IN-16



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