Each month, the DDPHE newsletter aims to present information on Equity, Diversity, and Inclusion that goes beyond the goal of knowledge transfer about diverse cultures. Instead, our primary goal, consistent with UCD Health goals (HEDI), is to provide our department with information to further our efforts in increasing the diversity of our workforce and in supporting inclusion to maintain that diversity, both of which will ultimately lead to the reversal of pediatric health inequities.

History provides the context in which we bring ourselves to work each day and in which our patients bring themselves to our care. It is through both education and reflection that we are able to better understand the thoughts, beliefs, and perspectives of those with whom we work and those for whom we care. To support this process, beginning this month, the DDPHE is providing a calendar of days dedicated to equity, diversity, and inclusion (EDI) in our monthly newsletter. We invite everyone to send us additional dates for remembrances that can be added to these calendars. To be included in the newsletter, calendar requests must be received by the 24th of the preceding month.

Our June EDI calendar calls us to recognize the significance of intersectionality and its effects on equity. Intersectionality is a concept that encompasses “the inextricable way that factors such as race, class, gender, disability, and sexuality intersect to shape each other within broader structures and processes of power,” and has been increasingly recognized as a driver in healthcare EDI (Samra).

June is LGBTQIA+ Pride Month (Youth.gov). The Stonewall Uprising began on June 28, 1969 when members of the LGBTQ community resisted police harassment in New York City. The one-year anniversary of that uprising became the first Gay Pride parade. On June 11, 1999 President Clinton issued the first Proclamation No. 7203 for Gay and Lesbian Pride Month (LOC). Celebrations of Pride occur throughout the world and provide joy, a sense of community, and an opportunity to focus on the continued struggle for adults and youth, even if virtual during the syndemic (UNICEF). The fight for LGBTQIA+ rights is being increasingly acknowledged as an intersectional one, from the very beginning of the Stonewall Uprising (UM) through to the recent syndemic (GLAAD).

As a Department, and society for that matter, we must acknowledge that the fight for equality is more than a united fight, but in so many ways, an intersectional one. In the LGBTQIA+ struggle we can see a common theme of struggle, celebration, and equity present in very important events for the Black community, also commemorated in June. Please reference our calendar and links for additional information. Also, please note that Britta Guerrero, CEO of our partner Sacramento Native American Health Center, will present Grand Rounds on June 11.

Additional Resources:

Calendar:
- Black Music Month
- National Caribbean American Heritage Month
- Pride Month (LGBTQIA+)
- Tulsa Race Massacre 1921 (May 31–June 1)
- Race Unity Day (June 8)
- Loving Day (June 12)
- Juneteenth (June 19)
- National Indigenous Peoples Day (June 20)
- Pride Day (LGBTQIA+) (location varies June 21-28)

Health Equity:
- UC Davis Health Office of Health Equity, Diversity, and Inclusion (HEDI)
  https://health.ucdavis.edu/diversity-inclusion/about.html
- A Look Back: Pride and Intersectionality (UM)
- GLAAD statement: "There can be no Pride if it is not intersectional."
  https://www.glaad.org/blog/glaad-statement-black-lives-matter
- The Case for Intersectionality: Supporting LGBTQ Youth Amidst COVID
- 1921 Tulsa Race Massacre (THSM)
  https://www.tulahistory.org/exhibit/1921-tulsa-race-massacre/

Diversity and Inclusion:
- Adopting an intersectionality framework to address power and equity in medicine (Samra)
  https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(20)32513-7/fulltext
- Understanding Intersectionality: Bringing Visibility to the Experiences and Perspectives of Women of Color – Webinar (AAMC)
  https://www.aamc.org/professional-development/affinity-groups/group-women-medicine-and-science/understanding-intersectionality-bringing-visibility-experiences-and-perspectives-women-color
- June is LGBT Pride Month (Youth.gov)
  https://youth.gov/feature-article/june-lgbt-pride-month
- Lesbian, Gay, Bisexual, Transgender and Queer Pride Month (LOC)
  https://www.loc.gov/law/help/commemorative-observations/pride.php
- Loving Day, June 12 (Stanford)
  https://library.stanford.edu/blogs/stanford-libraries/blog/2020/06/loving-day-june-12
- What is Juneteenth? (Nix)
  https://www.history.com/news/what-is-juneteenth
Monthly Reflection:

As the Committee on Departmental Diversity and Pediatric Healthcare Equity, we ask that you take a moment to contemplate these impacts on historical lack of minority physicians, staff, and professionals in health care. We also ask that you take a few moments to engage in the following reflection:

1. When you see a patient and a patient’s family, which identities do you see? Who guides that vision, you or the family? How could that influence your care?

2. What do you know about the diversity of the Sacramento Region? How do the needs of different communities intersect?

In general,
1. Who am I listening to? Who should I be listening to? How can I amplify and uplift their voices?

2. How can I contribute my skills and resources towards the fight for equality, equity, and justice?

3. How can I be in community with others doing anti-racism work? How can I bring others into this work?

4. What are small changes I can make in my day-to-day life to be more inclusive and equitable?

Please see the Resources section for a list of EDI issues that you should have in mind during your work.