

# DOM Town Hall

Wellbeing for ALL

Working for Social Justice in a Pandemic

June 10, 2020

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# Pandemic

- Good
  - Leadership
  - Comradery
  - Gratitude
- Challenging
  - Uncertainty
  - Isolation
  - Overwhelmed
  - Fatigue
  - Guilt

*“While we have had other natural disasters and infectious disease scares in the US, we have not experienced a pandemic of this scope for more than a century-we are psychologically unprepared”.* Neill Epperson, MD Chair UC Dept of Psychiatry

# Pandemic + Social Injustice + Civil Unrest... Self-Care a Priority?

*“The Heart Must first  
pump blood to itself”*

anonymous

- Hope for the best, prepare for the worst. We need to be strong for the next wave
- Burnout
  - Emotional Fatigue
  - Inefficacy
  - Depersonalization
- Role Model
- Make a Resilience Plan



Got a  
Resilience  
Plan?  
Make one  
NOW!

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Department of Medicine  
Website (COVID Resources)

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Department of Psychiatry  
Website

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UCH: The Source

# WellDOM Resources

## 3. Groups

- Balint Groups
- WellDOM@Table Groups

## 4. Peer to Peer Recognition Program

## 5. Division WellDOM Champions

- Epic Sprint Teams



1. Faculty and Staff Mental Health Clinic
2. Heart Math/Muse Training



# Division WellDOM Champions and Covi-19 Pandemic

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University of  
Colorado  
Department  
of Medicine

VISION



The DOM will create an environment  
where **everyone matters and all  
voices are equally heard**

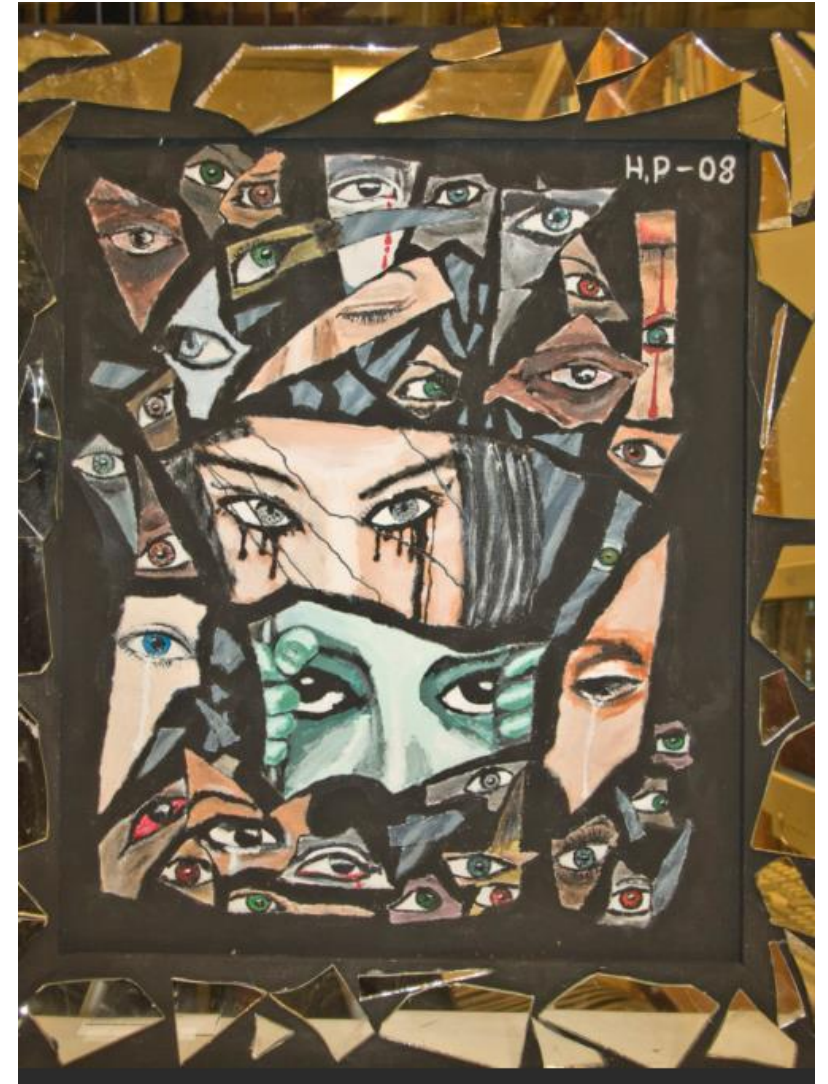
# MISSION

- Create a **courageous space** for honest and meaningful conversations and healthy conflict resolutions through **mutual respect and trust**
- Infuse **justice and inclusivity** into every aspect of research, education, citizenship, service and clinical activities
- Enhance awareness of implicit bias in all faculty and staff
- Develop tools to explore and address implicit bias
- Develop the procedural and cultural infrastructures to reinforce and sustain an inclusive and diverse environment
- Continually **evaluate and improve our approaches and outcomes** in achieving our vision



# What are we Feeling

- Anxiety
- Fear
- Shame
- Guilt
- Survivor Guilt



# In their shoes: What does it mean to be Black or Brown?

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Don't bring attention to yourself, and most likely you won't die. This is the norm of being black in America.

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Don't drive too fast; don't forget your signal light; don't get pulled over; don't make any hand gestures; don't raise your voice; don't wear a hoodie; don't walk in the middle of the street

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"This is exhausting, and it changes our life. Hearts racing when we see police or decline to engage with white women who will weaponize our race as a threat, we have to navigate blackness in a world designed for whiteness."

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Close you eyes and imagine living this every day of your life

## What is White Privilege?

- White privilege is a built-in advantage, separate from one's level of income or effort.
- I.e., a subconscious feeling that when jogging in a neighborhood, one won't be afraid of being stopped and questioned about belonging





# How this is experienced?

- White fragility
  - White people are bad at discussing racism.
  - “Color blindness,” the argument that race shouldn’t matter, prevents us from grappling with how it does.
  - The disbelieving defensiveness when ideas about race and racism are challenged—and particularly when they feel implicated in white supremacy



# What can we do?

- Connect/create trust
  - Lead the charge (don't expect the wounded to carry it)
  - Become an ally
  - Use our privilege to make a difference
  - Listen
  - No judging
  - Recognize each others' humanity
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# Use Our Privilege

- Higher education
- Live in Colorado
- Department of Medicine
- Despite differences, we try to work together.

# An Ally:

- ✓ Takes on the struggle as our own.
- ✓ Stands up, even when when we feel scared and our voices shake.
- ✓ Transfers the benefits of our privilege to those who lack it.
- ✓ Acknowledges that while we, too, feel pain, the conversation is not about us.
- ✓ Practices anti-racism; it's time for us to do the work



You  
Matter

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