

For many, Diversity, Equity, and Inclusion (DEI) can feel overwhelmingly complex. This newsletter attempts to clarify DEI concepts with resources that are thematically related to the monthly [VGEC CIRCAA program](#) curriculum and DEI-adjacent observances. This month's newsletter features an updated presentation, starting with a DEI Community Question:

What advice do you have for those who want to be DEI advocates and aren't sure how to start?

[Share your response to this question.](#)

Sharing your own experiences can help us all empathize more effectively and become holistically stronger as professionals in our respective fields. Don't worry - we do not collect any identifying information. Please be introspective, candid, and honest with your own biases and perspectives. We will feature some responses in next month's newsletter.

Some things I learned from this month's newsletter

- Some LGBTQ older adults will actually go back into the closet, hiding their identities to protect themselves from antagonistic clinical staff and/or disapproving family and friends.
- In some cases, intergenerational relationships that are specifically based on shared interests or hobbies can improve feelings of social isolation more than relationships of same-generation peers.
- Some unforeseen results from last year's George Floyd protests:

"Accordingly, we argued that protests, while posing clear risk to protesters for contracting COVID-19, were nonetheless of critical importance because they could set in motion revolutionary changes that are necessary. Focusing on issues of racism and racial inequities, we realized, could directly reduce the impact of COVID-19 in Black and brown communities. One case in point: Roxbury, a largely Black neighborhood in Boston that had little access to COVID-19 testing before Floyd's death, suddenly got its own testing site. That was a direct result of the protests."

Be informed

Read: [Social Isolation Loneliness Among LGBT Older Adults: Lessons Learned from a Pilot Friendly Caller Program](#) (Clinical Social Work Journal)

Read: [Lesbian, Gay, Bisexual, and Transgender Persons Aging in Rural Areas](#) (International Journal of Aging and Human Development)

Read: [To Solve The Pandemic, Biden Must Focus On Equity](#) (NPR)

Listen: [VaccineVoices: Promoting Equity in Vaccine Access](#) (AAMC Beyond the White Coat Podcast, 39 min)

Watch: [The 'Pronoun Provision' and LGBTQ Seniors](#) (Commonwealth Club of California, YouTube, 67 min)

This month's long read

[Psychology's Favorite Tool for Measuring Racism Isn't Up to the Job](#)

"Given all this excitement, it might feel safe to assume that the IAT really does measure people's propensity to commit real-world acts of implicit bias against marginalized groups, and that it does so in a dependable, clearly understood way. After all, the test is hosted by Harvard, endorsed and frequently written about by some of the top social psychologists and science journalists in the country, and is currently seen by many as the most sophisticated way to talk about the complicated, fraught subject of race in America. Unfortunately, none of that is true."

Picture to go



[Panels are unveiled telling the story of human remains discovered on the Medical College of Virginia Campus](#)