

For many, Diversity, Equity, and Inclusion (DEI) can feel overwhelmingly complex. This newsletter attempts to clarify important DEI concepts with brief, digestible resources that are thematically related to the monthly **VGEC CIRCAA program** curriculum. This month's DEI keyword:

Marginalized / Marginalization

The process by which minority groups/cultures are excluded, ignored, or relegated to the outer edge of a group/society/community. A tactic used to devalue those that vary from the norm of the mainstream, sometimes to the point of denigrating them as deviant and regressive.

Some things I learned from this month's newsletter

- By 2030, adults aged 65 and older will represent 20% of all Americans and outnumber the pediatric population for the first time in human history.
- Many clinicians encounter barriers when engaging structurally marginalized populations in conversations about advanced care planning. These barriers include lack of interpreters with training in discussing ACP, limited availability of ACP documents in multiple languages, and "Clinicians' preconceived views about discussing ACP with structurally marginalized patients resulted in their avoiding ACP altogether."
- This quote blew me away: "The Wall Street Journal quoted a pulmonologist as saying that the patients on the Princess Cruise ship were not like the average septuagenarian because 'They are not bedridden.' The average 70-something is not bedridden. People in their 70s run two of the three branches of our government and represent the most rapidly growing segment of the U.S. labor force."

Be informed

["Don't Talk to Them About Goals of Care": Understanding Disparities in Advance Care Planning](#) (*The Journals of Gerontology*)

[Age, Complexity, and Crisis — A Prescription for Progress in Pandemic](#) (*New England Journal of Medicine*)

[Applying anti-racist pedagogy to teaching about work and retirement in the U.S.](#) (*Gerontology & Geriatrics Education*)

[All you need is love: Yet another social determinant of health](#) (*Journal of the American Geriatrics Society*)

Start a conversation

Listen: [Palliative Care's Diversity Problem: A Podcast with Lindsay Bell, Tessie October, and Riba Kelsey](#) (*GeriPal Podcast*, 46 min)

Watch: [Minority Health Disparities | Michelle's Story](#) (*Johns Hopkins Medicine, YouTube*, 5 min)

Listen/Read: [Is It Time To Say R.I.P. To 'POC'?](#) (*NPR*)

Read: [Why the term "BIPOC" is so complicated, explained by linguists](#) (*Vox*)

Picture to go



Feedback? Submissions? Trouble accessing any of the articles?

Send a message to Chuck Alexander at charles.alexander@vcuhealth.org.