

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:

Latinx

Pronounced "luh-TEE-neks," Latinx is gender-neutral term used in lieu of "Latino" or "Latina" to refer to a person of Latin American descent who doesn't want to be identified by gender. The word was created as a gender-neutral alternative to "Latinos," not only to better include those who are gender fluid, but also to push back on the inherently masculine term used to describe all genders in the Spanish language.

Some things I learned from this month's newsletter

- Latinx communities can be disproportionately affected by Covid because of unique ingrained social, cultural, and faith norms including physical affection (hugs, handshakes, kissing, etc) and large community gatherings (birthdays, graduation parties, faith-based events, etc). ([pdf](#))
- Hispanic family caregivers can use tailored infographics to mitigate negative health consequences for their relatives living with dementia while also intuitively prompting the caregivers to check in on their own well-being. ([pdf](#))
- "The Urban Institute estimates that the number of all Americans ages 65 and older will more than double over the next 40 years, reaching 80 million in 2040. Latinos made up 8 percent of the older population in 2016. By 2060, however, that percentage is projected to reach 21 percent, according to the Department of Health and Human Services." ([website](#))

Be informed

[Mental Health Attribution for Mexican-Origin Latinx and Non-Latinx Older Adults: A Latent Class Analysis](#) (*Innovation in Aging*)

[Experiences of Latinx Individuals Hospitalized for COVID-19: A Qualitative Study](#) (*JAMA*)

[Helping Hispanic Family Caregivers of Persons With Dementia "Get the Picture" About Health Status Through Tailored Infographics](#) (*The Gerontologist*)

Start a conversation

Read: [Tackling Latino health, caregiving and housing is key as older population grows](#) (*NBC News*)

Watch: [Being a Minority in Medicine... || Thoughts on Latinx Diversity in Medicine](#) (*YouTube, 14 min*)

Listen/Read: [How Virginia Improved Vaccination Rates Among Latinx Residents](#) (*NPR*)

Picture to go



Feedback? Submissions? Trouble accessing any of the articles?

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