

From: [LCOM Office of the Dean](#)
To: [Gilwee, Vicki M](#)
Subject: On Behalf of Deans Page and Tandoh – Commemorating Juneteenth
Date: Friday, June 17, 2022 9:17:22 AM

Dear Larner Community,

We are approaching Juneteenth, the commemoration of the day in 1865 when those enslaved in Texas were finally informed of their emancipation. Recognition of this day has grown, with a national holiday designated last year and UVM adding Juneteenth to its list of recognized administrative holidays, which will be observed on Monday, June 20 this year. This recognition must be accompanied by action to address past and current racial injustice and systemic racism. As we did last year, we are providing an update on some of our College's ongoing efforts in support of social justice, diversity, equity and inclusion.

Over the past twelve months, we have begun to build the infrastructure needed to sustain momentum and have made progress on a number of initiatives:

- Our student groups, including the LCOM Social Justice Coalition, as well as our Affinity Groups (Student National Medical Association, Latino Medical Student Association, Gender and Sexuality Alliance, American Medical Women's Association, and the Asian Pacific American Medical Student Association) are engaged and look forward to renewed engagement nationally.
- Our newest medical student pipeline program, the Dean's Medical Scholars Program, has graduated the first two students who will matriculate at the Larner College of Medicine as members of the Class of 2026 this August. Two new recipients have been identified for the coming year.
- The Medical Education Anti-Racism Task Force, which is reviewing the medical curriculum in partnership with the Office of Diversity, Equity and Inclusion and the Office of Medical Education, has been working throughout the year to dismantle the impact of racism on medical education and prepare our future physicians to address health care inequities. A report will be finalized soon, leading to changes in our curriculum.
- Our Mental Health Task Force has been focused on wellness, resiliency, mental health, depression and suicide prevention across all areas of the College. Interim reports have been received and a written report will be shared in the near future. LCOM wellness leaders continue to acknowledge that our commitment to diversity, equity, and inclusion is inextricably connected to the wellbeing of all our community members.
- In response to our LCME review, we are undertaking efforts to address diversity of faculty, staff and students.
- Our College strategic plan, Vision 2025, is undergoing revision to emphasize DEI as a Strategic Foundation, with specific goals added for clinical, education, research and community priorities.

We are also in the development stage for the third 5-year Strategic Plan for diversity, equity and inclusion. This process is supported by a number of initiatives, as below:

- Data were collected from the Office of Diversity, Equity and Inclusion, Medical Admissions, LCOM administration as well as departmental and other DEI champions.
- The Dean's Advisory Committee for Diversity, Equity and Inclusion provided a report with recommendations to Dean Page.
- A University-wide Climate Survey was obtained, with focused collection of some data specific to the Larner College of Medicine.
- Along with 100 other medical schools, our College participated in the DICE (Diversity, Inclusion, Culture and Equity) Survey as part of the AAMC Deans' Collective Action Initiative; this was supported by numerous stakeholder discussions and a Town Hall.

Our activities are increasingly coordinated with the UVM Division of Diversity, Equity and Inclusion as well as the diversity, equity and inclusion efforts at the UVM Medical Center and Health Network.

As this work attests, our community has made efforts to address issues of racial injustice. But there is still so much to do. The healthcare inequities exposed with COVID and the recent racially motivated murders in Buffalo, only remind us of the fundamental changes needed in our society. In our community, we pledge to continue to work with you to provide support for all staff, students and faculty as we create a College that is a model for excellence in diversity, equity and inclusion.

With appreciation,

Richard L. Page, M.D.
Dean

Margaret Tandoh, M.D.
Associate Dean for Diversity, Equity and Inclusion

From: [Zehle, Christa H](#)
To: [Zehle, Christa H](#)
Subject: Juneteenth Communication
Date: Thursday, June 16, 2022 4:31:49 PM

Dear students,

We would like to acknowledge the importance of Sunday, June 19, Juneteenth. In announcing Juneteenth's designation as a federal holiday last year, President Biden said: "All Americans can feel the power of this day, and learn from our history, and celebrate progress, and grapple with the distance we've come but the distance we have to travel." The National Museum of African American History & Culture's Juneteenth website can be found here: <https://nmaahc.si.edu/juneteenth>

UVM recently announced they will be recognizing Juneteenth as an administrative holiday beginning this year, which will be observed in alignment with the federal holiday on Monday, June 20, 2022. Due to the timing of this announcement in May, we were unable to reschedule previously scheduled Clinical Simulation and Anesthesia Bridge activities and many of our clinical students will have clinical care responsibilities. The Office of Medical Education will be open to assist any students as well.

Some of you will be on vacation, some will be on a clinical clerkship rotation, and some of you will be participating in the Anesthesia Bridge curriculum or other curriculum activities. If you wish to celebrate this important holiday, please use the excused absence mechanism and work with the course faculty to make up necessary curriculum work.

Please know that moving forward, the Office of Medical Education will recognize Juneteenth as a partially observed holiday like Memorial or Labor Day. We will avoid scheduling curriculum activities, and clinical care participation will be dependent on the clinical site where students are assigned. Below please find a list of activities in Vermont and Connecticut in celebration of Juneteenth for those who are available to participate.

BURLINGTON, VT. – The Racial Equity, Inclusion, and Belonging Office will be hosting its second annual Juneteenth celebration from June 18th to 19th. This year's theme "Juneteenth: A Love Story" celebrates the love that the Black community shows even in the face of adversity. Events will spread across four main sites: City Hall Park, Roosevelt Park, Battery Park, and Waterfront Park. The longest day of celebration will be on Juneteenth day which, this year, aligns with Father's Day. Several of this year's programs will be dedicated to uplifting the Black fathers and celebrating them in ways they often are not. The Lake Champlain Mass Choir and Band will be returning for a second year to be featured at Sunday's Gospel Brunch dedicated to Black Fathers and Father Figures in City Hall Park.

Angela Davis will deliver this year's keynote during Saturday's programming of "The Black Experience 2022" (BX22), produced in collaboration with nuwave Equity Corporation. Other events and programs from the weekend include the Black Artist Market, the Black Healing Village, a Kidz Zone hosted by VPR and PBS, and a panel discussion on Black health with UVM Health Network.

Storyteller Ferene Paris Meyer will be giving Sunday's keynote address.

From June 16th-23rd at the Flynn Theater, the National Hip Hop Museum will be installing its "Hip-

Hop's Freshest Fashions" pop-up exhibit and honoring the writer and activist Alice Walker. The REIB will be collaborating with this organization to host a concert featuring three hip-hop legends: Poor Righteous Teachers, Jeru the Damaja, and ED O.G.

Throughout the day on June 19th, free food will be provided from local businesses which include Mulu's Kitchen, Healthy Kingdom, Jamaican Supreme, and more!

To learn more about performances, events, and other Juneteenth details

visit <https://www.btvreib.com/general-7-1>

To volunteer, check out one of the links below. Each link is site specific so please double check that the link your clicking is for the site you want to volunteer at. Once you get to the link you will be asked to select a time slot, then you will be asked to input some information. We ask that you sign up by Thursday noon. All volunteers will receive an informational email by Thursday afternoon.

Please email Juneteenth@burlingtonvt.gov if you have questions or have a vehicle to be a runner.

Saturday:

The Black Experience

<https://calendly.com/junteenth22/juneteenth-main-street>

Sunday:

City Hall Park

<https://calendly.com/vbonebo-1/juneteenth-city-hall-park-1>

This site is open from 10am-11pm. However, there will be shifts starting at 8am and shifts ending at 12am. There are 4 shifts: 8am-12pm, 12pm-4pm, 4pm-8pm, and 8pm-12am.

<http://calendly.com>

Roosevelt Park

<https://calendly.com/vbonebo-1/juneteenth-roosevelt>

Battery Park:

<https://calendly.com/vbonebo-1/juneteenth-battery-park>

Waterfront Park:

<https://calendly.com/vbonebo-1/juneteenth-water-front-park>

Connecticut:

CT Juneteenth Happenings (this weekend!):

- CT: [Here's a look at Juneteenth celebrations across Connecticut...](#)
- Danbury:
 - 2022 Danbury Juneteenth Celebration: <https://cawct.org/2022-danbury-juneteenth-celebration/>
 - Danbury Museum Juneteenth Event: <https://danburymuseum.org/>
 - “[The largest Juneteenth celebration in Danbury’s history will take place at Western Connecticut State University’s Midtown campus this weekend.](#)”: Register for the event here (free and open to all): <https://wcsutickets.regfox.com/juneteenth-freedom-day>
- Norwalk:
 - HappeningNext Norwalk Juneteenth Events: <https://happeningnext.com/norwalk/juneteenth>
 - Norwalk Public Library Juneteenth Celebration Concert: <http://www.norwalklib.org/calendar.aspx?EID=24446>
 - Norwalk Green Juneteenth Celebration: <https://www.norwalkgreen.org/>

St. Pauls on the Green Juneteenth: <http://www.stpaulsnorwalk.org/event/juneteenth/>

I may at times send an email message after/outside work hours based on my schedule. I value your work-life boundaries and rhythm. Please do not feel any pressure to respond outside of your normal work or school hours unless it is convenient for you. Thank you!

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MEDICAL STUDENT EDUCATION OFFICE

[Drop In Sessions](#)

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The University of Vermont
LARNER COLLEGE OF MEDICINE