

# Anesthesiology & Pain Medicine EDI Brief – November 2022

## Native American Heritage Month

### November is Native American Heritage Month

American Indians/ Alaska Natives (AI/AN) are twice as likely to live in poverty, compared to the general US population (29% vs 16%). In addition, they represent one of the highest percentages (40%) among all racial groups living in rural areas. AIs/ANs have the highest rate of diabetes in the US (15.9% vs. 9.3% in the general population), later diagnoses, and high rates of death from liver disease and cirrhosis [[Gebauer S. J Palliat Med. 2016 Dec;19\(12\):1331-1340](#)].

Minority groups remain underrepresented in medical specialties, including anesthesiology. Out of 6272 anesthesia residents surveyed in 2019, only 0.3% identified as AI/AN. [[Brotherton SE. Graduate Medical Education, 2019-2020. JAMA. 2020;324\(12\):1230–1250](#)]. Being treated by doctors that share the same demographics as patients improves communication and decreases disease impact.

#### Useful recommendations:

- Treat each patient as an individual, and each situation as unique, but also **be aware of cultural practices, spiritual beliefs, and norms in your community.**
- **Monitor nonverbal cues in conversation**, use silence, and listen actively
- An emphasis in **pipeline programs for medical school and residency applicants** can help achieve workforce diversity, but it should also be paired with fostering an inclusive work environment to improve retention of minority physicians.

## Diversity Council Highlights

### Anesthesiology Visiting Scholar Program

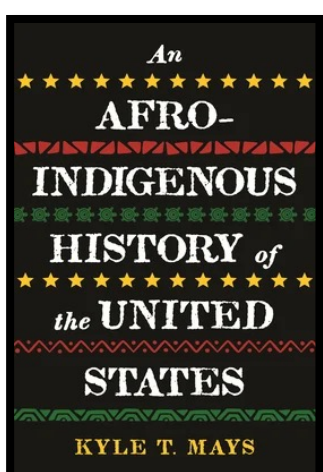
Please welcome our new visiting medical students:

- **Kalkena Sivanesam** (UWMC 11/21/22 – 12/16/22)
- **Katherine Ghobrial** (HMC 11/21/22 – 12/16/22)

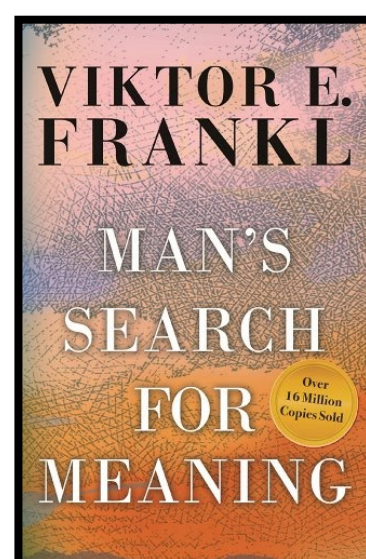
There's still time to apply for the [Commonwealth Fund Fellowship in Minority Health Policy at Harvard University](#) by December 1, 2022

## Resources

### Recommended Reading:



[An Afro-Indigenous History of the United States](#), Kyle T. Mays



[Man's Search for Meaning](#), Viktor Frankl

In light of increasing antisemitism in the US, we'll be adding **Man's Search for Meaning** by Viktor Frankl to the EDI Library. Man's Search for Meaning is a powerful meditation on purpose and resilience in the face of overwhelming struggle.