

VUMC Diversity, Equity, & Inclusion – April 2022

Celebrate Diversity Month and Autism Acceptance Month

“No, autism is not a ‘gift’. For most, it is an endless fight against schools, workplaces and bullies. But, under the right circumstances, given the right adjustments, it can be a superpower.” — **Greta Thunberg**

“Autists are the ultimate square pegs, and the problem with pounding a square peg into a round hole is not that the hammering is hard work. It’s that you’re destroying the peg.” — **Paul Collins**

April 2022

Arab American Heritage, Sexual Assault Awareness, Autism Acceptance, Celebrate Diversity, Earth Month, National Child Abuse Prevention, National Volunteer Month, Month of the Military Child, Military Saves

- 1: April Fool’s Day
- 2: Ramadan (Begins 4/2, Ends 5/2)
- 9: National Former POW Recognition Day
- 14: Air Force Reserve Birthday
- 15: Good Friday
- 15-23: Pesach/Passover
- 17: Easter
- 22: Earth Day
- 23: Army Reserve Birthday
- 26: Lesbian Visibility Day
- 28: Yom Hashoah

Autism Acceptance Month

Facts & Statistics

1 in 44 children are diagnosed with autism. Since 2000, the Autism prevalence rate has been consistently increasing from one in 150 to now one in 44.

Drowning accounts for 90% of deaths for Autistic individuals (14 or younger) who wandered or boated.

Boys are 4 times more likely than girls to be diagnosed with autism.

Autism affects all ethnic and socioeconomic groups.

Anxiety disorders affect up to 40% of individuals with Autism.

The diagnosis rate for Autism is **rising by 10-17% each year.**

Vaccines do not cause autism.

The cost of caring for Autistic Americans is estimated to rise to \$460+ billion by 2025 in the absence of more-effective interventions and supports. An estimated \$175 to \$196 billion of these costs are for adult services.

31% of children with ASD have an intellectual disability, 25% are in the borderline range, and 44% have average to above-average IQ scores.

Children who receive an Autism diagnosis by age 4 are fifty times more likely to receive services.

Over 7 million individuals in the United States are on the Autism spectrum; Autism is the fastest-growing developmental disability in the U.S.

DISABILITY ERG

For more info, or membership interest, visit: [Disability ERG](#)

Meeting for Employees with Disabilities

Thursday, April 21st, 12:00pm

Meeting ID: 919 1751 7122

Passcode: 729803

Autism Acceptance Month Resources:

[Association of University Centers on Disabilities](#)

[Autistic Self Advocacy Network](#)

[Tennessee Disability Pathfinder Newsletter](#)

[Vanderbilt Kennedy Center: Treatment and Research Institute for Autism Spectrum Disorders \(TRIAD\)](#)

Questions: disabilityerg@vumc.org

PRIDE

For more info and to sign up for the group’s membership survey, visit: [PRIDE ERG](#)

VUMC SHARE Center presentation on addressing workplace sexual harassment through Bystander Intervention **Tuesday, April 12th, 2-2:45pm** You can sign up here to receive the Zoom link the day of the event: <https://redcap.link/lgbtq-bystander>

Lesbian Visibility Day Panel Discussion
Tuesday April 26

Email pride.erg@vumc.org for questions.

LUV Latinos Unidos en Vanderbilt

For more info, or membership interest, visit: [LUV ERG](#)

Monthly Meeting

Date TBD

Virtual Breast Cancer Symposium

April 28th from 12: 00 to 1:30 pm

[Join Zoom Meeting](#)

Or Call: 301.715.8592 Meeting ID: 956 6052 3534

Article:

[American Latino Theme Study: Struggles for Inclusion](#)

VETERANS Resource Group

For more info, or membership interest visit: [Veterans ERG](#)

Celebrations and Honors

- 5: Gold Star Spouses Day
 - 9: National Former POW Recognition Day
 - 14: Air Force Reserve Birthday
 - 15: Purple Up! Day
 - 23: Army Reserve Birthday
 - 30: National Military Brats Day
- Read more: [Military Calendar](#)
For Veterans Day 2021, we again honored our VUMC Veterans through our 5th annual [Virtual Wall of Honor](#).

If any VUMC Veterans would like to be spotlighted on VUMC’s social media channels please complete this survey: <https://forms.office.com/Pages/ResponsePage.aspx?id=MFbX7y>

AFRICAN AMERICAN ERG



For more info, or membership interest, visit: [AA ERG](#)

Nashville Black Market

April 1, 2022, 6:00pm – 10:00pm @ Farmers Market.

Preston Taylor Ministries Volunteer Event

April 19, 2022, 6:00 pm – 7:30pm for Financial Literacy Month



HAAPI

Healthcare Alliance of Asian Americans and Pacific Islanders

For more info, or membership interest, visit: [HAAPI ERG](#)

Related activities will be posted in our website

Join Now!

Complete this brief survey if you are interested in joining our group by clicking on the link below or using the QR Code: <https://redcap.link/BeHAAPI>

This link ([AAPI - Gauge AI](#)) is a resource for those seeking to learn and celebrate our Asian American and Pacific Islander Heritage It includes testimonies, reading resources, and ways to support and engage.



United Voices of Vanderbilt Choir

For more info, or membership interest visit: [UVOV Choir](#)



The United Voice of Vanderbilt will be singing the National Anthem for the Vanderbilt Lacrosse game Saturday April 9, (12pm)

Please contact uvovchoir@vumc.org for more information