I am a white, cisgender, heterosexual male, who grew up in the south. In spite of my parents’ best efforts to provide an inclusive upbringing, I grew into an adult believing, as many of us do, that having gay friends and “not being a racist” was sufficient. Only recently have I come to realize that taking a neutral stance on discrimination issues is not the same as being an LGBTQ ally/advocate and an anti-racist.

I teach at a medical school and help students see how people with disabilities and people with different sexual orientations and genders often get treated differently in health care. But it’s not just health care. Society and organizations create barriers to lots of services and activities. It’s not always intentional, and many of us don’t see it. I know that I often don’t see it. I hope that through my work with the DEIC, I can better see these barriers, as well as help increase inclusion within our own organization.