



MGHfC Scientific Advisory Board presents

Belonging: Thoughts on Diversity and Inclusion in Academia

September 22, 2020, 8am-10am

<https://partners.zoom.us/j/98648505160>

- 8:00 am ***Welcome and Introduction***
- 8:05 am ***Gender Equity in Academic Medicine***
Reshma Jagsi, MD, DPhil
Newman Family Professor of Radiation Oncology
University of Michigan
- 8:30 am ***APA Research in Academic Pediatrics Initiative on Diversity (RAPID): A Model Program for Enhancing Diversity and the Career Development of URM Investigators***
Glenn Flores, MD
Professor of Pediatrics
University of Connecticut School of Medicine
- 8:55 am ***Building an Anti-Racist Lab***
V. Bala Chaudhary, PhD
Assistant Professor of Environmental Science and Studies
DePaul College of Science and Health
- 9:20 am ***Questions and Discussion***
Elsie Taveras, MD, MPH
Conrad Taff Professor of Nutrition in the Department of Pediatrics
Harvard Medical School
- 9:50 am ***Wrap-up and Next Steps***
Ronald Kleinman, MD
Charles Wilder Professor of Pediatrics
Harvard Medical School

Dr. Reshma Jagsi
Newman Family Professor of Radiation Oncology
University of Michigan

Gender Equity in Academic Medicine

Gender inequity and sexual harassment in medicine have gained increasing attention recently, in the context of broader cultural movements like #metoo and #TIMESUP and a landmark report from the National Academies of Sciences, Engineering, and Medicine. Not only are inequity and harassment problematic for their own sake, they can compromise the quality of care and research that professionals contribute. This necessitates formal training and education on this subject.

- To understand the nature and causes of gender inequity in medicine
- To be able to define what constitutes sexual harassment
- To appreciate how to target systems-level interventions to target root causes of inequity and harassment

Dr. Glenn Flores
Professor of Pediatrics
University of Connecticut School of Medicine

APA Research in Academic Pediatrics Initiative on Diversity (RAPID): A Model Program for Enhancing Diversity and the Career Development of URM Investigators

- RAPID is a research-education program aimed at recruiting, retaining, and professionally advancing diverse early-career faculty in general pediatrics who are pursuing research careers
- Evaluation of RAPID documented that RAPID Scholars generated multiple presentations and publications, RAPID mentoring and conferences were highly rated, and RAPID was associated with career advancement and increased professional society diversity
- RAPID could serve as a national model for enhancing URM career development and professional society diversity

Dr. Bala Chaudhary
Assistant Professor of Environmental Science and Studies
DePaul College of Science and Health

Building an Anti-Racist Lab

- Causes of persistent lack of diversity in STEM include bias, discrimination, and harassment of members of underrepresented minority groups.
- These issues persist due to continued marginalization, power imbalances, and lack of adequate policies against misconduct in academic and other scientific institutions.
- All scientists can play important roles in reversing this trend by shifting the culture of academic workplaces to intentionally implement equitable and inclusive policies, set norms for acceptable workplace conduct, and provide opportunities for mentorship and networking.
- As scientists are increasingly acknowledging the lack of racial and ethnic diversity in science, there is a need for clear direction on how to take anti-racist action. Here are 10 rules to help labs develop anti-racist policies and action in an effort to promote racial and ethnic diversity, equity, and inclusion in science.