



Faculty Development, Diversity & WIMS Update June 2021

This newsletter from the Offices of Faculty Development, Women in Medicine and Science (WIMS) and Diversity, Equity, Inclusivity and Community Initiatives (ODEICI) strives to keep you informed of upcoming events, opportunities, and resources.

We welcome your submissions to circulate as well, in hopes that we can support the HWCOCOM community. Just send to Dr. von Harscher, Dr. Minor, drodrigu134@fiu.edu for Dr. Holder, and be sure to copy Wendy Bravo at wbravo@fiu.edu

Respectfully,

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RESOURCES

I'm a Junior Faculty Member at an Academic Medical Center...Now What? Digestive Diseases and Sciences

This brief article discussed 5 myths every junior faculty should know (in the author's opinion) to be successful in academia.

Here's the link: <https://link.springer.com/article/10.1007/s10620-019-05946-3>

How to Turn a Toxic Conflict Into a Good One, Greater Good Magazine

This article discusses the idea of "high conflict" or conflict we seem to be stuck in or ruminating about and offers strategies to recognize when we are stuck in high conflict and how to extract ourselves from high conflict.

Here's the link:

https://greatergood.berkeley.edu/article/item/how_to_turn_a_toxic_conflict_into_a_good_one

A rabbi explains how to make sense of suffering, Future Perfect Podcast

This is a powerful podcast from the beginning of the pandemic and just as applicable now discussing one person's consideration of how to make sense of suffering in human life. There is some discussion of God and religion, but the deep topic and commonality of suffering makes this podcast worth sharing, in case it might help even a few of those of us working at the HWCOCOM.

Here's the link: <https://www.vox.com/future-perfect/2020/7/8/21223748/judaism-religion-god-suffering-david-wolpe-future-perfect>

Being Black in Medicine - Featuring STFM President Tricia Elliott, MD, STFM PODCAST - Academic Medicine Leadership Lessons

In this episode, STFM President Tricia C. Elliott, MD, interviews Byron Jasper, MD, MPH, founder and executive director of the Comprehensive Medical Mentoring Program, and two of his medical student

mentees, Taurah Dizadare and Lance Walker. Dr. Jasper saw it necessary to create Comprehensive Medical Mentoring Program (CMMP) because of his realization that there has been minimal growth in the number of minority physicians despite their important role in reducing health disparities. Taurah Dizadare is a rising 3rd year medical student at St. George's University (SGU) School of Medicine. Lance Walker is a 4th year medical student at Tulane University School of Medicine in New Orleans, LA and served as Vice President of the Tulane Chapter of the Student National Medical Association, Here's the link: <https://www.stfm.org/publicationsresearch/publications/podcasts/>

Robin DiAngelo and Resmaa Menakem: In Conversation, On Being Podcast with Krista Tippett

Trauma specialist Resmaa Menakem and Robin DiAngelo, author of White Fragility, discuss how our society is grappling with whiteness and race.

Here's the link: <https://onbeing.org/programs/robin-diangelo-and-resmaa-menakem-in-conversation/>

Why do you test? KeyLIME Podcast

in this episode of the Key Literature in Medical Education (KeyLIME) Podcast, a meta-narrative review article about the Implicit Association Test in health professions education is discussed.

Here's the link: <https://keylimepodcast.libsyn.com/273-why-do-you-test>

Living the Questions: It's really settling in now, the losses large and small, On Being Podcast with Krista Tippett

in this podcast, concrete options for living through the collective experience of "ambiguous loss" during the pandemic are discussed. How does it work during a pandemic with no end in sight?

Here's the link: <https://onbeing.org/programs/living-the-questions-its-really-settling-in-now-the-losses-large-and-small/>

Gender Identity and Gender Biases

Dr. Tracey Weiler attended a session on Gender Identity and Gender Biases at the Association of Professors of Human and Medical Genetics/Association of Biochemistry Educators Annual Meeting.

Here are three takeaways and resources she shared:

1. How can we be more inclusive? Rather than saying "what are your preferred gender pronouns?", ask "What pronouns do you use?"
2. This is a 20 question open-ended reflection questionnaire that assesses personal hidden gender biases: <https://thepsychologygroup.com/how-hidden-gender-biases-harm-the-lgbtq-community/>
3. The AAP Policy Statement regarding Transgender and Gender Diversity: [Ensuring Comprehensive Care and Support for Transgender and Gender Diverse Children and Adolescents](#) is also a helpful tool!



**Herbert Wertheim
College of Medicine**

Cultivating Well Workspaces for Women of Color, Women of Color and Intersectionality Webinar Series, AAMC

June 17, 2021 | 12:00PM – 1:00PM ET

SAVE THE DATE: [SAVE THE DATE](#)

Creating a Space to Grow: A Candid Conversation Between Women of Color and White Women in the Academy, Women of Color and Intersectionality Webinar Series, AAMC

Coming in July | 12:00PM to 1:00PM ET