



Faculty Development, Diversity & WIMS Update April 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 HWCOCM 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

Addressing Microaggressions In Academic Medicine

Authors explain 4 different types of microaggressions and outline their effects. They provide guidance for how recipients, bystanders, and sources can respond to microaggressions in a way that begins to rebuild relationships and restore justice.

by Sophia P. Poorsattar, MD, Charlene M. Blake, MD, PhD, Solmaz P. Manuel, MD

https://journals.lww.com/academicmedicine/Citation/9000/Addressing_Microaggressions_In_Academic_Medicine.96781.aspx?utm_source=sfmc&utm_medium=email&utm_campaign=amexpress&utm_content=newsletter

Unprofessional peer reviews disproportionately harm underrepresented groups in STEM

This study looked at the impact of unprofessional peer reviews on primary authors. The list of unprofessional comments is sadly impressive. The authors conclude “unprofessional peer reviews are pervasive and that they disproportionately harm underrepresented groups in STEM. Specifically, underrepresented groups were most likely to report direct negative impacts on their scientific aptitude, productivity and career advancement after receiving an unprofessional peer review.”

Here's the link to read the full article: <https://pubmed.ncbi.nlm.nih.gov/31844596/>

Shout out to Dr. Randal Silbiger for sharing and his daughter for writing this article.

Harvard Business Review Women at Work Podcast: Navigating Conflict

Season 4, Episode 7

Conflict at work is inevitable, and resolving conflicts can lead to higher job satisfaction, stronger relationships with colleagues, and innovation. But dealing with conflict becomes especially difficult when we feel pressure to be likeable or accommodate others. In this live show we talk through a general plan, as well as common situations. Guest: Linda Hill.

Here's the link: <https://hbr.org/2018/01/podcast-women-at-work>

Harvard Business Review Women at Work Podcast: How We Take Care of Ourselves

Season 4, Episode 5

At work, self-care might mean asking for a deadline extension, going to the gym in the middle of the day, or blocking off a few hours to prioritize tasks for the week. But that's all easier said than done. We speak with a happiness researcher about how to find the time we need to take care of ourselves (and then actually do it). Guest: Ashley Whillans.

Here's the link: <https://hbr.org/2018/01/podcast-women-at-work>

Harvard Business Review Women at Work Podcast: Helping Men Help Us

Season 5, Episode 8

We get an update on what men are doing or should be doing to support the women they work with. And we talk about our role in helping them help us. Guests: Brad Johnson, David Smith, and Lily Zheng. Our theme music is Matt Hill's "City In Motion," provided by Audio Network.

Here's the link: <https://hbr.org/podcast/2020/06/helping-men-help-us>

It's Time to Start Talking About Menopause at Work

This Harvard Business Review article talks about the need to talk more openly about the physical and mental changes that occur when women go through menopause.

Here's the link: <https://hbr.org/amp/2020/02/its-time-to-start-talking-about-menopause-at-work>

AAMC Resources for Elevating Diversity, Equity, and Inclusion in Roles Across Academic Medicine

To strengthen our communities and the health of our nation, every office within academic medicine and science must examine their commitment to diversity, equity, and inclusion. From implementing equitable recruitment practices to tailored support for learners, the AAMC offers a variety of toolkits and approaches for professional development that can help organizations build the understanding and capacity they need to drive change. Just a few recent resources include:

- [Diversity and Inclusion Strategic Planning Toolkit](#)
- [New Diversity and Inclusion Officer Toolkit](#)
- [Women Faculty of Color Toolkits](#)
- [Identifying Support Systems for DACA Recipients and Undocumented Students as They Approach Residency](#)
- [Transforming Institutional Culture: Assessment and Intervention](#)
- [Community Engagement Toolkits](#)
- [Tools and Resources for First-Generation Medical School Students](#)
- [Unconscious Bias Resources for Health Professionals](#)

Upcoming Events:**Peer-Reviewing - FIU HWCOC Scholarship Series**

Friday 4/23/2021 12-1pm

Zoom: <https://fiu.zoom.us/j/95336976781?pwd=Z0Z4M2RSZ3hKSU9QUFkxMGpsd3JLUT09>

To RSVP email Michael Degregorio at Mdegrego@fiu.edu



The Office of Women in Medicine and Science
presents

WOMEN WITH DISABILITIES, THE DISMISSED DISPARITY

Hosted by
Susan Solman, DPM, RPh



April 19 | 12 pm to 1 pm | Zoom
RSVP to wbravo@fiu.edu

FIU Herbert Wertheim
College of Medicine

Co-sponsored by the Office of Faculty Development and Office of Diversity, Equity, Inclusivity, & Community Initiatives

WIMS presents: "Women with Disabilities, the Dismissed Disparity"

Zoom: <https://fiu.zoom.us/j/91280663659?pwd=aXpsSGhwbzNRWlhVMnliTG82b2NRUT09>

Meeting ID: 912 8066 3659

Passcode: COMWIMS19

To RSVP email Wendy Bravo @ wbravo@fiu.edu

Dr. Weiler is leading a series of Technology for Pedagogy and Productivity Workshops

Supplies: Microsoft OneNote Software

Workshop 7 There's got to be a better way to create a conference poster!

Using Powerpoint to create conference and presentation posters.

Apr. 21st 2:00 - 4:00 via Zoom

Supplies: Bring an idea for a conference poster

Social Media Platforms

Follow #fiumedicine and #FIUAMWA for updates and events

