



Faculty Development, Diversity & WIMS Update May 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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Office of Diversity, Equity, Inclusivity and Community Initiatives (ODEICI)

Five Minutes to rethink Medicine.

A great summary of the challenges of using race correction in medicine.

<https://www.cnn.com/2021/04/25/health/race-correction-in-medicine-history-refocused/index.html>

MedEdPORTAL seeks qualified peer reviewers

To become a reviewer for MedEdPORTAL, please email your inquiry and CV to mededportal@aamc.org. CVs will be vetted and a reviewer account will be created. There is always a need for reviewers who are skilled in curricular design and evaluation and/or who have expertise in diversity, equity, and inclusion. In an effort to recognize the work of our peer reviewers, MedEdPORTAL now offers CME credit for eligible completed reviews.

Reviewers earn 3.0 AMA PRA Category 1 Credits™ per review and may earn up to 15.0 credits each year. For more details see our Instructions for CME at <http://www.mededportal.org/cmeinstructions>.

MedEdPORTAL Publishing of Your Curricular Work

Dr. Minor has been chosen to be a MedEdPORTAL Faculty Mentor and is soliciting your input.

What is MedEdPortal? MedEdPORTAL is a MEDLINE-indexed, open-access journal of teaching and learning resources in the health professions published by the AAMC. MedEdPORTAL publications are stand-alone, complete teaching or learning modules that have been implemented and evaluated with medical or dental trainees or practitioners.

What is the Mentor program about? One goal of the Faculty Mentor program is to increase submissions from URM (underrepresented in medicine) to MedEdPORTAL through strategic outreach, including workshops, writing seminars, and submission guidance from diverse local mentors. AAMC defines URM as: "Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population." This lens currently includes students who identify as African Americans and/or Black, Hispanic/Latino, Native American (American Indians, Alaska Natives, and Native Hawaiians), Pacific Islander, and mainland

Puerto Rican. The definition also refers to students and faculty who come from disadvantaged backgrounds.

Dr. Minor would love your input. What are the specific needs or challenges regarding submitting to or publishing with MedEdPORTAL? Or are there issues prior to submission and publication such as just figuring out how to begin to consider publishing a piece? Email Dr. Minor at seminor@fiu.edu

“Beyond the White Coat” podcast focuses on increasing Black men in medicine

Despite efforts by medical schools, foundations, and the government to increase diversity in the physician pipeline, the number of Black men in medicine has remained virtually stagnant since 1978. This stagnation has serious implications for patient care, since a wealth of research has shown that Black patients receive more effective care from Black doctors. The latest episode of “Beyond the White Coat: Making the Rounds” explores the issues at the root of this crisis and discuss how some organizations are meeting the challenge.

[Listen Now](#)

The War For Kindness, The Happiness Lab Podcast with Dr. Laurie Santos

Feeling you belong to a group can be great - but it also has a darker side, leading us down an unhappy path of hatred and violence towards people with different identities and backgrounds. Dr Laurie Santos talks to Mina Cikara - whose homeland descended into a bloody civil war - and Jamil Zaki about how we can fight hatred with empathy, kindness and difficult conversations.

Here's the link: <https://www.happinesslab.fm/season-2-episodes/episode-9-the-war-for-kindness>

Black Voices in Healthcare: Again, The Nocturnists Podcast

This podcast presents Black voices in healthcare as they experience the grief of the murder of George Floyd.

Here's the link: <https://thenocturnists.com/the-nocturnists-black-voices-in-healthcare>

How to Be a Better Ally, The Happiness Lab Podcast

You might detest bigotry and injustice, but have you done anything to address these problems? There are many reasons we stay silent and inactive when we know we should intervene to defend the rights of others. This podcast looks at the psychology underpinning our reluctance to act and the ways in which we can match our moral beliefs with concrete actions. Featuring James Barr and Dan Hudson, co-hosts of the podcast 'A Gay and a Non-Gay'. WARNING: This episode talks frankly about discrimination, hate crimes and sex.

Here's the link: <https://www.happinesslab.fm/season-2-episodes/episode-10-how-to-be-a-better-ally>

You Can't Always Get What You Want...But If You Fail Sometime..., KeyLIME Podcast

The utility of failure: a taxonomy for research and scholarship

This podcast discusses the article: The utility of failure: a taxonomy for research and scholarship.

Perspect Med Educ. 2019 Dec;8(6):365-371.

Here's the link: <https://keylimepodcast.libsyn.com/270-you-cant-always-get-want-you-wantbut-if-you-fail-sometime>

Uché Blackstock On Learning To Say No, Explore the Space Podcast

Dr. Uché Blackstock is an Emergency Medicine physician, founder of Advancing Health Equity, & an essential voice for change in America. She joins to discuss learning to say No, the professional hamster wheel within medicine, & helping organizations build an equitable culture.

Here's the link: <https://www.exploretespace.com/podcasting/uche-blackstock-on-saying-no/>

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](#)

How To Stop Being A People Pleaser And Learn To Say No | HuffPost Life

This article offers some practical advice that will help you learn to give a healthy “no.”

Here’s the link: https://www.huffpost.com/entry/how-to-stop-people-pleaser-say-no_l_606e2c65c5b6034a70844049

The Hill –Every climate solution is a health solution — both are badly needed

Written by Dr. Cheryl Holder – *Interim Assoc Dean for ODEICI*

<https://thehill.com/opinion/energy-environment/551179-every-climate-solution-is-a-health-solution-both-are-badly-needed>

Social Media Platforms

Follow #fiumedicine and #FIUAMWA for updates and events

