



January 2023



Awareness Months

January | **Poverty in America Awareness Month**

January | **Slavery and Human Trafficking Prevention Month**

January 27 | **UN Holocaust Memorial Day/ International Holocaust Remembrance Day**

January Events

1/16 | **Dr. Martin Luther King Jr Day Holiday** (observed)

1/11 | **Gender Equity Education Series: Public Protection and Trust: Federation of State Medical Boards on Physician Sexual Misconduct** – Patricia King, MD, PhD, [Events Calendar](#)

1/18 | **Larner MLK Health Equity Lecture - Why We Can't Wait: A Conversation About How Diversity in Medicine Will Save Lives and How to Get There**, Quinn Capers, MD, FACC, FSCAI [Events Calendar](#)

1/26 | **UVM Rev. Dr. Martin Luther King Jr. Celebration** – *The Fullness of Ourselves*, Carolyn Finney, Ph.D, [Bio](#)

Missed an event? [Visit our video library](#)

Office of Diversity, Equity and Inclusion (ODEI) News

New Employees

The Office of Diversity, Equity and Inclusion welcomed two employees in October, Emily Iamarino and Krista Koeller.



Emily Iamarino has joined ODEI as an Events and Programs Coordinator. Emily received her bachelor's degree in International Studies with a concentration in International Health from the State University of New York College at Cortland, and recently earned her Master of Public Health from New York Medical College. Emily comes to Larner from the New York State Public Health Association, where she served as a project and event planning coordinator for agency events. She has also worked as a community educator.

Emily will be coordinating all DEI-related signature events, as well supporting the development of new ones.



Krista Koeller has joined ODEI as a Program Specialist. Krista received her bachelor's degree from the College of Wooster, and her master's degree in Geosciences and Paleobiology from Virginia Polytechnic Institute and State University. Krista has experience creating initiatives to increase diversity in the sciences and believes that representation in higher education and medicine is crucial for achieving equity in our society.

Krista will be supporting DEI strategic planning, including departmental diversity plans, DEI champions and faculty pipeline/pathway development.

Announcements



Nomination Deadline: Gender Equity Awards In Medicine and Science -

1/13/2023

Nominations for the annual Gender Equity Awards in Medicine and Science are open. These awards recognize the achievements and contributions of individuals and also broadcasts the individual's presence to a wider audience, is noted on their CV, and is a signifier of the reputation of the individual which helps in the promotion process. Four awards that recognize women, transgender, and gender diverse individuals for their achievements and contributions.

[MORE INFORMATION →](#)

Nomination Deadline: 2023 AAMC Herbert W. Nickens Scholarship - 1/15/2023

\$5,000 scholarships given to outstanding students entering their third year of medical school who have shown leadership in efforts to eliminate inequities in medical education and healthcare.

[NOMINATION INFORMATION →](#)



Deadline Approaching: Women in Medicine and Science Peer Leadership Group – 1/15/2023

The Women in Medicine and Science Peer Leadership Group fosters the development of women, transgender and gender diverse people at LCOM through peer-to-peer mentoring, networking, and collaboration. This is an opportunity for all LCOM faculty - clinical and basic science.

[MORE INFORMATION →](#)

Deadline Approaching: AAMC Restorative Justice in Academic Medicine (RJAM) Facilitator Training

This in-person program welcomes faculty and staff from medical schools, teaching hospitals, and allied health professionals who would like to learn a relational framework that can help them navigate difficult issues (e.g., academic integrity, campus climate, Title IX, DEI, misconduct). They will also learn how to respond to instances of individual or communal harm in ways that support active accountability, deeper understanding, shared decision making, and

the prevention of future harms. Additionally, this workshop will help practitioners develop the skills to create more supportive, inclusive, and resilient learning communities while fostering a sense of belonging for all stakeholders. The training is scheduled for February 22 – 24, 2023 at AAMC Headquarters in Washington, DC.

[MORE INFORMATION →](#)

Larner DEI Strategic Planning Updates



Vision 2025 - DEI Objectives

Vision 2025, the Larner College of Medicine's unified strategic plan, has incorporated DEI objectives that align with recommendations from several LCOM task forces, the AAMC's Diversity, Inclusion, Culture, and Equity (DICE) Inventory and UVM's plan for Inclusive Excellence. These recommend a centralized approach in which a unified vision, that is integrated into the LCOM's strategic plan, guide DEI efforts across the college. Communication and accountability will be facilitated by improvements to the data infrastructure, enabling data driven decisions and a close monitoring of DEI progress.

[READ VISION 2025 →](#)

DICE and the AAMC Collective Action Report

The AAMC Council of Deans (COD) Collective Action Initiative on Advancing Diversity, Equity, and Inclusion (DEI) has published, *The Power of Collective Action: Assessing and Advancing Diversity, Equity, and Inclusion Efforts at AAMC Medical Schools*.

The data in this report present a snapshot in time representing the range of policies, practices, and programs that medical schools have implemented to impact the climate and culture related to DEI.

In addition to highlighting areas of strength and practices that medical schools across the country can adopt to foster a diverse, equitable, and inclusive culture for their campuses, the publication identifies opportunities for improvement, whether through changes at the university and school levels or through the development of resources, tools, and learning activities in collaboration with the AAMC.

[READ THE REPORT →](#)

DEI Around UVM

UVM Trustees Adopt University Land Acknowledgment

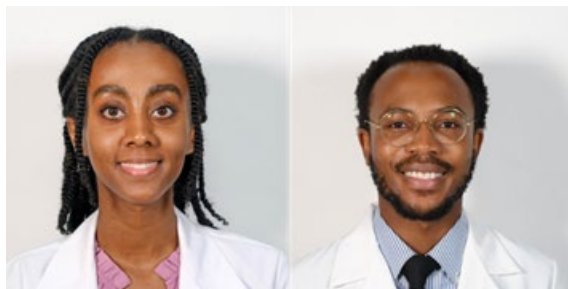
Land acknowledgments play an important role in raising awareness of Indigenous people and their enduring relationship as stewards of these traditional territories. UVM's land acknowledgment was crafted with thoughtful input from the Vermont Commission on Native American Affairs.

[READ MORE →](#)

DEI in LCOM Faculty Standards & Guidelines Task Force

Dr. Rebecca Wilcox, Dean for Faculty, has convened a faculty task force that will assist in the modification of the Faculty Promotion Criteria Matrix. This change will provide specific examples for incorporating and evaluating DEI initiatives within each of the three domains of promotion (teaching, service and scholarship) and recognizes the value of faculty engaging in DEI work.

This change aligns with the recommendations from various groups including the Dean's Advisory Committee on Diversity, Equity and Inclusion (DACDEI), the Social Justice Coalition, and the Medical Education Anti-Racism Task Force.



Student National Medical Association (SNMA) Larner Chapter - Leadership Transition

The Larner College of Medicine chapter of the Student National Medical Association (SNMA) is pleased to announce student leadership transitions. **Meron Yishak '26** and **Manny Ogunlana '26** will serve as SNMA co-presidents for 2023.

The [Student National Medical Association](#) is committed to supporting current and future underrepresented minority medical students, addressing the needs of underserved communities, and increasing the number of clinically excellent, culturally competent and socially conscious physicians.

Highlights: 2022 AAMC Learn, Serve and Lead



Larner Students Represent at Recruitment Fair

Medical students **Warrick Sahene '24** and **Isaac de La Bruere '23**, joined **Leila Amiri, Ph.D.**, Associate Dean for Admissions, in representing the Larner College of Medicine at the *2022 AAMC Diversifying the Next Generation of Doctors* career fair which draws hundreds of underrepresented high school and college students interested in exploring opportunities in medicine and biomedical sciences.

Attendees, ranging from middle school to college-aged, participated in an interactive ultrasound activity designed to generate interest in the health sciences and the Larner College of Medicine.

The Power of Us: How Fostering a Shared Identity Can Lead to Unity

The human proclivity to divide the world into “us” and “them” can produce devastating divisiveness. But it doesn’t have to be that way, said social psychologist Jay Van Bavel, PhD.

[READ MORE →](#)

Racial resentment hurts White people, too, physician tells colleagues

Many White people in America’s heartland have been convinced that health care reform takes their resources to benefit people of color, according to sociologist Jonathan Metzl, MD, PhD.

[READ MORE →](#)

From the Learning Environment and Professionalism Committee (LEAP)

“WOW” (Who’s/What’s on our Walls) Project Update

Phase 1 of the renovation (main hallways in Given) has been approved by the Deans Office with an anticipated roll out in the spring of 2023! This includes the establishment of a “Walls

Committee” charged with overseeing ongoing renovations. Thank you to all those who have provided valuable input as next steps proceed in transforming our walls to better reflect our current community while also honoring our alumni. Please feel free to reach out to Dr. Nathalie Feldman with any ideas or feedback.

Learning Environment Reporting Procedures

What is best way to acknowledge a professionalism role model?

Utilize the [online reporting tool](#) which is also accessible through the [LCOM Learning Environment webpage](#)

Utilize the learning environment reporting form linked in all course and clinical rotation evaluation forms

Contact the [Director of the Learning Environment](#) or any [members of the LEAP Committee](#) directly.

What is the best way to report unprofessional behavior or mistreatment?

Utilize the [online reporting tool](#) which is also accessible through the [LCOM Learning Environment webpage](#)

Utilize the learning environment reporting form linked in all course and clinical rotation evaluation forms

Contact the [Director of the Learning Environment](#) or any [members of the LEAP Committee](#) directly.

You may also report concerns to UVM directly using the following resources:

[UVM Title IX Officer](#)

[UVM Bias, Discrimination & Harassment Reporting Form](#)

Note that concerns submitted through UVM (non-LCOM) reporting routes are addressed by UVM.

Important Reminders:

When you report a concern of unprofessional behavior through the LCOM reporting routes, only the Director of the Learning environment receives it.

When appropriate, de-identified concerns are shared with the LEAP Committee members for adjudication, with a focus on non-punitive resolutions.

Unless you specifically identify yourself on the form, all reports are anonymous. If you request follow-up you need to provide your name.

We cannot address concerns if the person about whom the report was written is not named!

Aggregate summaries of how concerns are addressed are published every 6 months

DEI Articles of Interest

Dean's: Dump that USNWR 'best medical school' survey

Holly Humphrey, MD, a pulmonary and critical care physician and president of the Josiah Macy Jr. Foundation, and Dana Levinson, the chief program officer of the Josiah Macy Jr. Foundation, wrote an opinion piece in STAT calling on medical school deans to dump the U.S. News and World Report's Best Medical School ranking. "The USNWR ranking system is in direct opposition to medical schools' goal of educating a well-trained, diverse, and culturally competent medical workforce. ... For too long, leaders in medical education have done a disservice to medical school applicants and to medical education itself by emphasizing and valuing an elitist emphasis on the reputation and wealth of schools, which have little or nothing to do with supporting the future physician workforce in achieving the highest standard of clinical skills and scientific acumen."

[READ MORE →](#)

How our organ transplant system fails people of color

Jewel Mullen, MD, MPH, associate dean for health equity at the University of Texas at Austin Dell Medical School, wrote an opinion piece for AAMCNews highlighting how the organ transplant system fails people of color. Dr. Mullen recently served on a National Academies of Sciences, Engineering, and Medicine committee that produced the 2022 report Realizing the Promise of Equity in the Organ Transplantation System.

[READ MORE →](#)