



**July 2024**

## **Observances**

07/01-07/31 | [Disability Pride Month, Minority Mental Health Month](#)

07/04 | **Fourth of July** (University Closed)

## **Spotlight: Disability Pride Month**



July is celebrated as Disability Pride Month, commemorating the July 26, 1990 passing of the Americans with Disabilities Act. Disability Pride Month is an opportunity to honor the diverse history and experiences of people with disabilities, who encompass 15% of the world's population.

- Learn more about the history of the disability rights movement [here](#)

- Learn more about inclusive language practices, such as person-first versus identity-first language, [here](#)
- Learn about the disability pride flag [here](#)

## ODEI News

### Nominations Open For 2024 Larner Gender Equity Career Development Seminar: Building Career and Community in Academic Medicine



Early and mid-career women and gender diverse faculty at LCOM are invited for a day of interactive career development workshops and community building on **October 28, 2024, 8 am-5:30 pm**. Come learn from senior faculty and outside speakers as well as each other.

At the end of this seminar, you will have:

- refined your vision for the next 3-5 years of your career
- practiced career development skills such as networking, creation of an elevator pitch, boundary setting, and managing career transitions
- gained a nuanced understanding of the promotion process to your next rank
- built a cohort of LCOM colleagues who can serve as a resource for ongoing peer mentorship

#### ***Who should participate?***

Women and gender diverse LCOM faculty at the assistant and associate professor ranks with the support of their chair or division leader.

#### ***What is the application process?***

If you are interested, please talk with your chair or division chief about being nominated for this program. *Space is limited.* **In order to get the most out of the program, the expectation is that you will attend the full day of programming in person and will not have work responsibilities during the day.** To apply, [complete the application form found here](#). The application deadline is **August 2, 2024**. Successful applicants will be notified by August 16, 2024.

### ***What does the application require?***

The application is an online form with a series of questions about your background and your clinical, education, research, and administrative responsibilities (as they are applicable). At the end of the online application, you will be required to upload your most up to date CV. **You will need a BRIEF letter from your leader committing to support your time and effort to attend the seminar, which you can upload with your application.**

### ***How are applicants selected?***

The application process is competitive. We will take into account several factors to create a diverse class including rank, department, speciality, areas of research or clinical interests, administrative experience, degree (MD/DO vs PhD), and goals for the future. Considering all the factors of an individual's application helps create the most dynamic and diverse class possible so the participants have the best learning experience.

If you have questions about the application process or the program, please reach out to Anne Dougherty MD, Director for Gender Equity ([anne.dougherty@uvmhealth.org](mailto:anne.dougherty@uvmhealth.org)).

## **Call for ELAM/ELH Nominations**

The [Hedwig van Ameringen Executive Leadership in Academic Medicine® \(ELAM®\) Program for Women](#) and the [Executive Leadership in Health Care \(ELH\) Program](#) are accepting nominations for the 2024-25 cohorts. The Larner College of Medicine and the UVMHNMG will support a highly qualified women Associate Professor to the competitive selection process for each program.

Interested women faculty should discuss nomination with their chair and send a one page statement of interest and their CV to [Krista.koeller@med.uvm.edu](mailto:Krista.koeller@med.uvm.edu) by **August 12th**.

## **Announcements**

### **Join the Gender Equity Listserv**

Want to keep up to date on Gender Equity events and initiatives? Join the [Gender Equity Listserv](#).



## **Become a Faculty Mentor to a Medical Student**

The LCOM Mentors program pairs medical students who are members of groups underrepresented in medicine with faculty members and/or residents who have common interests and goals. This relationship can support the medical student (the mentee) to become familiar with institutional expectations, networks, and practices that are relevant to productivity and advancement at the Larner College of Medicine (LCOM).

For more information contact [Eileen CichoskiKelly](#) or to sign up, please [fill out this short form](#).

## **Personalized Academic Support is Here for You**

Need academic support? Eileen CichoskiKelly, PhD, is ODEI's Academic Excellence Liaison and can meet one-on-one with you to teach test-taking strategies and design study plans and schedules for courses, exams, Step and MCQ exams, and more. Make an appointment with Eileen at [eileen.cichoskikelly@med.uvm.edu](mailto:eileen.cichoskikelly@med.uvm.edu) or (802) 656-6177.

## **From the AAMC**

### **Registration now open for Learn Serve Lead 2024: The AAMC Annual Meeting**

Registration is now open for Learn Serve Lead 2024: The AAMC Annual Meeting, taking place in Atlanta Nov. 8-12. This annual event draws thousands of attendees from across the academic medicine community to connect with thought leaders and spark conversation on critical issues impacting medical education and patient care. Register before Aug. 7 to receive a discount on access to all programming, including plenary sessions, the Voices of Medicine and Society lecture series, and more than 100 breakout sessions.

[Register Now→](#)

### **AAMC Center for Health Justice to host interactive learning series on demonstrating trustworthiness in community-academic partnerships**

On July 1 and July 29, the AAMC Center for Health Justice will host two sessions as part of an interactive learning series to highlight approaches to building stronger collaboration between community organizations and academic medicine institutions to improve population health, especially in underserved communities. Key elements of the series will focus on relationship-building across sectors, strengthening partnerships, and co-designing effective education and

communication strategies. Panelists will discuss their experiences, lessons learned, and offer suggestions based on their participation with the Center's [Building Trust and Confidence Through Partnerships](#) program.

[Register Now→](#)

### **AAMC Webinar: Creating Mission-Centric, Legally Sustainable Admissions Policies in Medical Schools**

The AAMC invites you to join us at 2:00 pm EDT on Thursday, July 11th for the webinar, Creating Mission-Centric, Legally Sustainable Admissions Policies in Medical Schools. This webinar will equip you with the knowledge and tools to develop admissions policies that are both legally sustainable and mission driven. Learn about the implications of federal and state laws on medical school admissions and discover innovative strategies to align your policies with your institution's mission while navigating the shifting legal landscape.

[Register Now→](#)

### **AAMC IDEAS webinar on building community to heal institutions**

Join the AAMC on July 17 for a free webinar, “Employing Restorative Practices and Civil Discourse to Heal an Institution,” where speakers from the Uniformed Services University of the Health Sciences will discuss how institutions can employ these practices to build community and communicate across differences. Presenters will demonstrate how a curriculum developed and employed at the Uniformed Services University of the Health Sciences F. Edward Hébert School of Medicine that combines restorative practice and civil discourse can serve as one starting point for healing our medical institutions and increasing connection between community members. This webinar is part of the [AAMC Inclusion, Diversity, Equity, Anti-racism \(IDEAS\) Learning Series](#) which provides actionable information about diversity, equity, and inclusion strategies that members of the academic medicine community can put into practice.

[Register Now→](#)

### **AAMC webinar on helping students navigate critical junctures of medical education**

The AAMC will host a webinar on July 24 from 2-3 p.m. ET, titled “Navigating Critical Junctures: USMLE Exams,” that will focus on creating readiness pathways, developing individualized plans for students, addressing wellbeing challenges, and more. The interactive session aims to foster collaboration between student affairs and educational affairs professionals and is open to all. This event is part of a year-long series on holistic student support (questions can be sent to [holisticreview@aamc.org](mailto:holisticreview@aamc.org)).

[Register Now→](#)

## **AAMC webinar on the state of women in academic medicine**

The AAMC will host a webinar and gender equity open house on July 24 at 12 p.m. ET. Individuals who are interested in the state of women in academic medicine and engaged in gender equity at their institution or nationally are encouraged to attend. This webinar will summarize the highlights from the upcoming 2024 AAMC State of Women in Academic Medicine Report and walk through the new focus areas for the AAMC's gender equity portfolio.

[Register Now→](#)

## **AAMC launches accessibility resources collection**

A new collection in the AAMC Virtual Communities features resources from the AAMC and across academic medicine on creating accessible presentations, web content, teaching materials, and other resources on fostering an inclusive learning environment. The collection also highlights information about joining fellow educators, leaders, and disability resource professionals in the new Disability Inclusion community, along with related scholarship, virtual events, podcasts, and videos. A Virtual Communities account is required; [an account can be created](#) on the login page.

[Read More→](#)

## **New AAMC database for Medical Pathways & Enrichment Opportunities**

The AAMC is pleased to announce the newly created [Medical Pathways & Enrichment Opportunities](#) database. This directory for Pre-K to pre-matriculation students provides opportunities and program listings for learners who want to strengthen their pathway to careers in healthcare and medicine. The directory includes university research opportunities, STEM or healthcare related workshops, career and technical preparation programs, internships, and more.

If you would like to list an academic enrichment opportunity or program or have questions about the database, please contact [pathways@aamc.org](mailto:pathways@aamc.org).

## **New AAMC data snapshot examines DEI efforts at U.S. medical schools**

A new [AAMC data snapshot](#) explores themes and perspectives among medical school faculty on institutional diversity, equity, and inclusion (DEI) efforts and highlights specific actions for leaders to consider. Actions to support and foster DEI are essential to successfully achieving the missions of academic medicine. The promotion of these efforts in medical education is part of a broader movement to dismantle systems of oppression in the United States, such as providing

equitable support among medical school faculty with the goal of diversifying the physician workforce. To capture the impact of institutional investment in formal DEI efforts, new questions were added to the [AAMC StandPoint™ Faculty Engagement Survey](#) in 2021 to assess perceptions of diversity and inclusion in the medical school workplace and solicit suggestions for how to improve efforts related to DEI.

[Read More→](#)

### **AAMC Center for Health Justice launches Health Equity Inventory**

The AAMC Center for Health Justice has partnered with academic medical centers and medical schools for eight years to develop and improve the Health Equity Inventory. The resource is a cloud-based coordination tool to help organizations and their partners organize their health equity work across research, clinical, education, and community engagement missions. With a data-driven approach, clear communication, and coordination, organizations will have the information they need to be the best partners they can be to their communities.

[Read More→](#)

## **Articles of Interest**

### **AAMC IDEAS Larning Series- Disability Representation and Inclusion within Academic Medicine**

This webinar series during April 2024 features members of the disability community and disability experts from across the continuum to discuss the need for increased representation and inclusion of people with disabilities in academic medicine. These webinars are open to all and will include topics relevant to both physicians and researchers, as well as those individuals in the education and training stages of their career.

- Becoming a Researcher: Inclusion and Accessibility in the Lab Environment (IDEAS) - April 2, 2024
- Sharing the Experiences of Faculty with Disabilities in Academic Medicine (IDEAS) - April 9, 2024
- Disability Resource Professionals (DRPs): Supporting Disability Equity and Accessibility (IDEAS) - April 22, 2024
- Empowering Tomorrow's Leaders: Medical Students and Residents with Disabilities (IDEAS) - April 30, 2024

[Read More→](#)

## **Justice Department Advances Proposed Rule to Improve Access to Medical Care for People with Disabilities**

In January 2024, the Justice Department authored a notice of proposed rulemaking under Title II of the Americans with Disabilities Act (ADA) that aims to improve access to medical diagnostic equipment (MDE) for people with disabilities. MDE includes equipment like medical examination tables, weight scales, dental chairs, x-ray machines and mammography equipment.

[Read More→](#)

## **How Chicago is Tackling Police Violence and Mental Health at Once**

“Approximately one fifth of all people killed by U.S. police officers in the line of duty since 2015 were suffering—or perceived to be suffering—from a mental health crisis. People diagnosed with severe mental illness are 16 times more likely to be killed by law enforcement. The number may well be higher: recent research shows killings by police have gone unreported in official statistics in over half of all cases from 1980 to 2019... Chicago provides an exemplary case study of the consequences of such investments, and how American cities might now change course.”

[Read More→](#)