



December 2023



Observances

- **HIV/AIDS Awareness Month, Global Health Engagement Month**
- 12/01 | **HIV/AIDS Awareness Day**
- 12/01-07 | **Crohn's and Colitis Awareness Week**
- 12/07-15 | **Hanukkah** (Jewish festival of lights, celebrating a military victory and a miracle in which a temple lamp burned for eight days on one day's worth of oil)
- 12/21 | **Winter Solstice/First day of Winter**
- 12/21-01/01 | **Yule/Midwinter/Alban Arthan** (A Pagan/Wiccan/Druid holiday marking the longest day of the year followed by a celebration of the lengthening of days. For some it is considered the beginning of the new year)
- 12/24-25 | **Christmas Eve and Christmas** (A Christian holiday celebrating the birth of Jesus Christ, whose foretold self-sacrifice began the Christian Religion)

- 12/26-01/01 | **Kwanzaa** (An African American and Pan-African holiday celebrating the [seven principles of African heritage](#) and what it means to be a part of the African diaspora).

Events

- 12/13 | **Gender Equity Education Series** – Paths to Leadership: Everyday Leader Networking Lunch capacity is limited so [click here](#) to register soon!
- *Missed an event?* [Visit our video library](#)

Announcements

Nickens Scholarship Nominations Open

The Larner College of Medicine is soliciting nominations of rising third year medical students (members of the Class of 2026) for the [AAMC Herbert W. Nickens Medical Student Scholarships](#).

These awards consist of five 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 health care. They also should have demonstrated leadership initiative in addressing educational, societal, and health care needs of racial and ethnic minorities in the United States. Each recipient receives a \$5,000 scholarship. Students can nominate themselves or another rising third-year medical student via the [online nomination form](#).

The Larner nomination deadline is 11:59 pm EST, Sunday, January 14th, 2024

Questions? Contact [Krista Koeller](#), ODEI Program Specialist

Peer Leadership Group Recruiting for January!



The Office of Diversity, Equity and inclusion and the Gender Equity Initiative are excited to launch the third cohort of the Women in Medicine and Science Peer Leadership Group. The goal of the Women in Medicine and Science Peer Leadership Group is to foster 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.

Why join the Women in Medicine and Science Peer Leadership Group?

If you want to...

1. Refine your career goals with like-minded people
2. Identify and acquire leadership skills necessary to advance your career
3. Work collectively to develop strategies for fostering an inclusive environment

What is the format of the Women in Medicine and Science Peer Leadership Group?

4. Cohort based. The group will close to new members after the first session
5. Members commit to attending 5 out of the 6 monthly sessions
6. Facilitation will occur on a rotating basis. Some pre-work may be required
7. Sessions will cover professional development topics such as work-life balance, leadership skills, and conflict management
8. Sessions will take place monthly from 3:30-5:00p.m. in HSRF 400

If you are interested in being a part of the Women in Medicine and Science Peer Leadership Group, please fill out this [brief survey](#).

UVM Faculty Award Nominations Open



UVM is a community of deeply committed teacher-scholars who bring their disciplinary expertise to the classroom. Our faculty are recognized for their teaching excellence and curricular innovation. They are highly accomplished and recognized scholars, researchers, innovators, artists, entrepreneurs and health care providers at the cutting edge of their disciplines. Their full engagement in both teaching and scholarship drives learning, discovery, advances, and achievement on our campus and within their professional communities. UVM proudly recognizes and celebrates the contributions and accomplishments of its world-class faculty.

Each year, the university recognizes innovative scholarship, teaching and advising excellence, and community citizenship with prestigious faculty awards. The call for nominations for the AY 2023–2024 University Faculty Awards is open.

[Read more →](#)

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](#).

Office of Diversity, Equity, and Inclusion (ODEI) News

Health Equity Summit Featured on WCAX



Tiffany Delaney, MA.Ed., Director, Office of Diversity, Equity and Inclusion and **Paul Yoon**, UVM Senior Advisor for Inclusive Excellence, recently appeared on “Across the Fence” on WCAXTV to discuss the 2023 Health Equity Summit held at the University of Vermont.

[Watch the Episode →](#)

SNMA Hosts Regional Medical Education Conference at Larner College of Medicine

By Janet Essman Franz



More than 100 medical and pre-medical students from throughout New England gathered at the Larner College of Medicine on November 10-11 for the Student National Medical Association (SNMA) Region VII Medical Education Conference. The conference theme, “Uplifting Voices: Celebrating Diversity in Medicine” reflected SNMA members’ passion for ensuring that people from populations underrepresented in the profession of medicine are empowered to pursue medical careers.

Larner Class of 2026 medical students **Emmanuel “Manny” Ogunlana** and **Meron Yishak**, co-presidents of SNMA at UVM, served as conference chairs, working alongside their SNMA executive board colleagues and fellow Class of 2026 students **Adama Aja**, **Jacquelyn Ferguson**, **Shani Legore**, and **Ian Minearo**. They worked alongside Larner staff members **Amanda Broder**, conference and member event coordinator for The Teaching Academy; **Terry Caron, M.Ed.**, director of continuing medical and interprofessional education; and **Emily Iamarino, M.P.H.**, events and programs coordinator for the Office of Diversity, Equity, and Inclusion. The team organized a robust program of speakers and workshops along with a research poster forum, mentoring session for high school students, and community service project with the Boys & Girls Club of Burlington.

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New American Youth on the Rise Summer Internship

By Adama Aja, MS2



Research shows that culturally competent care delivered by healthcare providers who share similar cultural backgrounds with immigrant patients results in increased trust, improved communication, and better health outcomes for patients. Unfortunately, gender and racial/ethnic inequities exist in the healthcare workforce that prevent this crucial patient-provider relationship. Additionally, evidence shows that women provide the bulk of labor in the health science workforce but generally occupy low paying positions. Moreover, women, specifically immigrant and women of color tend to be in the supportive positions of health care field (nursing/medical assistants) rather than in the higher-level diagnostic and directorial positions (physicians, nurse practitioners, lab directors). The loss of women and girls in science happens early in education and particularly with immigrant girls, bias and stereotypes influence their perceived ability to dream that they could take on leadership roles in the health science profession.

As part of my summer internship, I had the opportunity to work with **Anne Dougherty, M.D.** developing a project called New American Youth on the Rise (NAYR), a mentorship and enrichment program for middle and high school girls from “New American” immigrant groups in Chittenden County Vermont combating these issues. The program aims to foster inclusive health care and improve health outcomes for local immigrant communities by:

1. Developing a pathway to college careers in health sciences, thereby increasing representation in the healthcare workforce
2. Increasing collaboration and trust between the academic health center and the local community by demonstrating clear investment in the community.

To gain funding for the program, we applied for the Science Education Partnership Award grant, funded by the NIH. This program aims to fund innovative STEM projects, particularly for youths in pre-kindergarten to grade twelve. I was able to provide a thorough review of the extensive research from academic journals, reports, and existing literature that established a connection between NAYR's goals and SEPA's criteria and highlight the need for a longitudinal program like NAYR. A key aspect of this role was ensuring the identification of relevant data but also synthesizing complex information into a coherent and persuasive narrative that highlighted the importance of NAYR's mission. Analyzing studies that demonstrated the long-term benefits of STEM education for young learners, especially those from underrepresented communities, showcased the value of moving NAYR from development into the implementation phase.

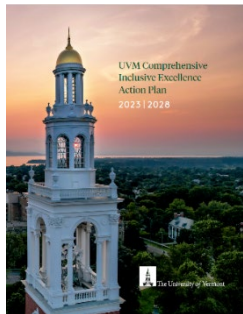
At the culmination of my internship this summer, I wrote a comprehensive literature review to identify the limitations present for New American parents and families in supporting their child's goals of pursuing health care professions. The analysis revealed the complex interplay

between the parents' aspirations for social mobility and higher education for their children, and the stark realities of economic and linguistic barriers that these families often encounter. This research served as the foundation for the current series of focus groups being conducted with parents from a vast array of diverse backgrounds, including Arabic, Nepali, Somali, Swahili, and Sudanese communities in Vermont. These focus groups are designed to delve deeper into the hopes, dreams, and aspirations these parents harbor for their children, as well as the specific challenges they face. By engaging directly with these communities, we aim to gain a more nuanced understanding of their unique perspectives and experiences. This information will be vital in shaping NAYR into a program that can effectively and sustainably support these families in helping their children realize their aspirations in the healthcare field.

Being a part of NAYR has been transformative as a medical student who has navigated the unique challenges of being a first-generation student and the daughter of immigrants. I see the same sentiments of the members of the Vermont New American community reflected in myself. I was taught that education is the gateway to opportunity and programming like NAYR is invaluable in actualizing dreams. It has been an honor to help build a program that provides students with the tools and guidance I once longed for. Today, I continue to remain actively involved with the New American Youth on the Rise program conducting the final stages of focus groups. Ultimately, I plan to maintain my involvement throughout my medical education when the program officially launches next year.

UVM DEI

UVM Announces a Comprehensive Inclusive Excellence Plan



On November 15, the University of Vermont released its first-ever Comprehensive Inclusive Excellence Action Plan, a data-driven strategic plan centered on Diversity, Equity, and Inclusion. The plan is the result of an unprecedented all-inclusive process involving a broad set of stakeholders across our community including our University Diversity Council (UDC) and all senior leaders and outlines the University's commitment and process for advancing inclusive excellence across the university over the next five years. [Read more →](#)

Articles of Interest

You Can Honor the Dead by Protecting the Living

By Sue Kerr, Gay and Lesbian Alliance Against Defamation

Transgender Day of remembrance is an annual remembrance of transgender people killed by anti-trans violence. So far in 2023, I've reported on the deaths of 17 Black Trans Women, 3 Latinx Trans Women, 3 White Trans Women, 1 AAPI Trans Woman, 2 Nonbinary Folx, 1 Black trans man, 3 White Trans men, 1 Latinx Trans man, and 3 Gender Nonconforming Folx.

We must invest in the trans community with our dollars and our time. We must craft intersectional policies that address the fullness of trans experiences. We must resist the onslaught of anti-trans violence every day, not just this one day. We must listen to trans voices. And trust trans people.

Today, we remember. Tomorrow, what will you actually do?

[Read More →](#)

A Black Physician Takes on Racism in Medicine

By Lucy Tu, Scientific American

Growing up, Uché Blackstock and her twin sister, Oni, watched their mother lead an organization of Black female physicians. Inspired by their mother's example, the sisters pursued careers in medicine and made history as the first Black daughters of a woman who graduated from Harvard Medical School to earn a degree at that institution. When their mother died of leukemia at the age of 47, they were determined to carry on her legacy.

[Read More →](#)