Dear BNGAP community members,

Happy Women’s History Month and welcome everyone to our March Newsletter! This edition features and celebrates our exemplary BNGAP trainees’ that have been leaders within their institution and champion the mission of creating and inspiring the next generation of academic physicians. Symone Reid, a first-year medical student, the incoming BNGAP Chapter Vice-President, and President of her class at Albany Medical College has been actively involved in the planning and implementation of academic career development conferences at Albany. Sarin Abiola Soyemi, BNGAP Chapter president, and Resident Physician at SUNY Downstate Medical Center founded the chapter at her institution in 2020 and recently successfully organized the Academic Medicine Regional Conference back in January. We would like to congratulate both women on their current outstanding work in leadership!

We also would like to recognize the accomplishments of prominent women leaders in medicine who were trailblazers and provided opportunities for women to enter medicine and have a place in the academic workforce.

**Rebecca Lee Crumpler, MD** (1831 - 1895): The first African-American woman to earn a medical degree and author.

**Ann Preston, MD** (1813-1872): The first women Dean of a U.S. medical school. Advocate and author on women’s suffrage rights.

**Antonia Novello, MD** (1944-): The first woman and first Hispanic to serve as Surgeon General.

We hope that this newsletter will both honor some of our female colleagues in medicine and showcase the excellent work accomplished by our trainees on their journey into academic medicine!

**Symone Reid, MSI**
**INCOMING BNGAP CHAPTER VICE-PRESIDENT AND CLASS PRESIDENT**

**Sarin Abiola Soyemi, PGY1**
**BNGAP CHAPTER PRESIDENT**

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**Upcoming Event:**

2021 LGBT Health Workforce Conference
As I reflect on the past National Women’s Physician Day on February 3rd, I think about the path that it took for us as women to get to where we are now. There was a time that women were not given the opportunity to be physicians, especially if they were women of color. Gratefully, we have made tremendous progress, though there is still a long way to go in terms of representation and changing the overall culture of medicine. Nonetheless, I am so proud to be a woman entering the field of medicine, I’m grateful for all the women who have come before me to open doors and advocate for change, and I look forward to keeping the doors open for the next generation of womxn waiting to come in.

We see a lack of women in certain specialties, such as surgery, cardiology, and internal medicine. We see a lack of women in administration. We see that female surgeons receive less autonomy. We see evidence that there is a gender pay gap and a gender promotion gap within medicine, despite evidence showing the strength of female physicians in the betterment of patient’s health. Because the expertise of female physicians has been questioned so often, it’s important that we have research, and continue to promote research that dispels this myth and encourage a more cohesive team that respects what women bring to the table. (1-2)

It is truly an honor to be representing my current class as the current president, especially in the wake of a pandemic. While it is not always easy, it is without a doubt very rewarding. I enjoy speaking with my classmates, whom I see as my family, as they are often the only ones who can understand what you are going through. To the incoming pre-meds, take this time to reflect on your journey and consider what kind of leader you would like to be. Be prepared to work hard, to be humbled, to be challenged, and to transform. Do your best to stay open-minded so that you can be an active ally for your colleagues and your future patients, and of course, be prepared to enjoy the journey.

Example papers:
Winter 2010.

I sat on the Eastbound M66 crosstown-bus from Fiorello LaGuardia High School (where I was studying theatre at the time) to Weill Cornell Medical College for an eight-week pipeline program for underrepresented minorities (URM) interested in pursuing a career in medicine. I was a bright-eyed and bushy-tailed fifteen-year-old girl seeking to learn more about the medical field. I eagerly sat in the lecture hall, waiting for the program to commence, when an African American middle-aged man graced the stage; he introduced himself as a physician, faculty at the institution, and a family man. It suddenly dawned on me: this was the first time I had seen a black physician in real-life.

Unbeknownst to me at the time, but this brief encounter would jumpstart start my entire career. I realized that representation mattered. Four years later, I would introduce the same pipeline program at my alma mater, the Sophie Davis School of Biomedical Education. Since its inception in 2014, hundreds of high school students from NYC and the greater NY area have attended Sophie Davis’ outreach program. This event would also mark the beginning of my career in academia.

Early in my career, I had always imagined a career in academics as one plagued by formality and the rules-of-engagement. But now, as a resident physician, to my pleasant surprise, I continue to discover that academia is a realm that fosters and celebrates ingenuity, leadership development, creativity, partnership, and individuality. Thanks to Dr. John P. Sanchez and his incredible colleagues, I was fortunate to serve as SUNY Downstate’s first BNGAP President. And this year, my team and I spearheaded a conference for URMs interested in academia. With this, I learned more about myself, teamwork, and leadership. A career in academia allows its member to inspire others while serving as authors, educators, and stakeholders. And as I continue along my career trajectory, I look forward to supporting others to consider a career in a sub-field that has already offered me so much.
Increasing representation in academia is vital to curbing the potential of implicit biases in research and teaching. Increasing the number of female faculty, and especially women of color, gives young students role models as it is easier to relate to shared life experiences both inside and outside the classroom.

As a female medical student and BNGAP chapter e-board member, I hope to see more equal representation in the future to inspire future generations of medical professionals to make the healthcare industry more equitable as a whole. I am inspired by the mission of the BNGAP organization to increase representation within institutions and the support of the community to put forth literature surrounding diversity and inclusion work.

Representation is everything! Especially in the field of medicine. What we need now is not a team of doctors who are simply knowledgeable and clinically competent. We need clinicians who have these qualities in addition to being diverse in culture, language, and ethnicity. In a world where there are still many fields that are dominated by white males, as a woman of color, I know it to be heavily valuable to have other women, especially those of color in administrative spaces, medical education, and research. Seeing and becoming used to women of color in these roles can help more objectively edify students and help to create safe environments to glean knowledge from different perspectives and walks of life. This is one of the reasons why I jumped at the opportunity to serve as the liaison between the SNMA and BNGAP so that I can position myself to be the somebody I always needed and dreamt of as a medical school student.
Hosted by the University of Iowa
Carver College of Medicine

PREFAC Seminar
Leadership and Academic Medicine
March 6- Virtual Seminar

This seminar is tailored to encourage trainees who are underrepresented in academic medicine to consider leadership opportunities and a future career in academic medicine.

Open to all. No cost to attend.
Register: http://bngap.org/registration-leadership-and-acad-med-conf/

Contact: medicine-diversity@uiowa.edu

The UC Riverside School of Medicine is proud to support BNGAP and encourage and support our students, trainees, and junior faculty to take their place in the future of academic medicine.

Deborah Deas, M.D., M.P.H.
Vice Chancellor for Health Sciences;
The Mark and Pam Rubin Dean

Sunny Nakae, M.S.W., Ph.D.
Associate Dean,
Student Affairs

Brigham C. Willis, M.D., M.Ed.
Senior Associate Dean,
Medical Education

Rebeca Gavan, M.D.
Co-Director,
Doctoring and Clinical Skills

Adwoa Osei, M.D., F.A.A.P.
Clerkship Director,
Pediatrics

Mallory A. Stuparich, M.D.
Clerkship Director,
Obstetrics and Gynecology

If you are interested in becoming a faculty member, please contact aa@medsch.ucr.edu or visit somacademicaffairs.ucr.edu
NEW BNGAP CHAPTER ESTABLISHED
FRANK H. NETTER MD SCHOOL OF MEDICINE

Nabiha Nuruzzaman
Co-President
Third-year Medical Student
Frank H. Netter MD School of Medicine
Quinnipiac University

Stephanie Quainoo
Co-President
Second-year Medical Student
Frank H. Netter MD School of Medicine
Quinnipiac University

BNGAP CHAPTER GOALS

1. Explore academic medicine careers to fit with trainees’ personal and professional interests.

2. Navigate the array of academic medicine career paths and opportunities.

3. Develop and enhance trainees’ academic medicine portfolio.

4. Expand trainees’ network among academic medicine colleagues and role models.

FIND INFORMATION ON STARTING A BNGAP CHAPTER HERE
Join us on April 10 and April 17, 2021, as the 34 Inaugural Fellows of the National Center for Pre-Faculty Development showcase their medical education workshops.

The 34 fellows represent 25 medical schools and national organizations (e.g. LMSA, SNMA, APAMSA, and MSPA). Come out and learn about some new educational content for your learners, faculty, and staff. Each workshop has been designed to be diversity-focused, innovative, and interactive.

Register for the conference workshops by April 8!

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<tr>
<th>TIME (EST)</th>
<th>ZOOM LINK</th>
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<tbody>
<tr>
<td>8:30am - 10:00am</td>
<td>Coming Soon!</td>
<td>Exploring Bias-Awareness with OB/GYN and Family Medicine Residents</td>
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<td>Coming Soon!</td>
<td>Introduction and Decision-Making Framework for Understanding and Combating Implicit Bias in Pediatrics</td>
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<td>Coming Soon!</td>
<td>An Approach to Cultural Sensitivity Training in Undergraduate Medical Education</td>
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<td>10:00pm - 11:30pm</td>
<td>Coming Soon!</td>
<td>Jessica Jordan, Oak Sonfist, Joseph Rojo (MSPA): Title TBD</td>
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<td>Coming Soon!</td>
<td>From the Heart from the Start: Using restorative practices to introducing the Social Determinants of Health during Orientation</td>
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<td>Coming Soon!</td>
<td>Traditional Oriental Medicine - a primer to understanding how it affects patient care</td>
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<tr>
<td>11:30pm - 1:00pm</td>
<td>Coming Soon!</td>
<td>Integrating Social Determinants of Health Curricula into Medical Education</td>
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<td>Coming Soon!</td>
<td>Interactive Clinical Case Studies for Medical Spanish Learners</td>
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<td></td>
<td>Coming Soon!</td>
<td>Janelle Chavez: Title TBD</td>
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National Center for Pre-Faculty Development

34 Fellows
25 Institutional Members
Program Information:
The University of Kentucky College of Medicine, in collaboration with Marshall University Joan C. Edwards School of Medicine and Albany Medical College, warmly invites you to attend the BNGAP Academic Medicine Career Development Workshop on March 5 from 4 – 6:30 p.m. The conference is open to all but aims to help diverse (in particular women, underrepresented minorities, and LGBTQ) medical students, residents, fellows, and graduate students to:

- Explore academic medicine careers that fit with personal and professional interests
- Develop and enhance their academic medicine portfolio
- Determine their next steps towards a future in academic medicine

Register in advance for this meeting:
https://uky.zoom.us/meeting/register/tZMtd-irzgrHdVCA5-QD2a2kI1SWjYyv5nr

Conference Contacts:
University of Kentucky College of Medicine: Stephanie White, MD, MS (email: slwh238@uky.edu)
Marshall University Joan C. Edwards School of Medicine: Shelvy Campbell-Monroe, PhD (email: campbels@marshall.edu)
Albany Medical College: Hyacinth R.C. Mason, PhD, MPH, CHES (email: masonh1@amc.edu)

Schedule:

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<tr>
<th>Time</th>
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<tr>
<td>4:00 – 4:15 p.m.</td>
<td>Opening Remarks and Logistics</td>
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<td>4:15 – 5:00 p.m.</td>
<td>Diversity and Inclusion in the Academic Medicine Workforce</td>
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<td>Shelvy Campbell-Monroe, PhD, MS, Associate Dean for Diversity &amp; Inclusion, Marshall University</td>
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<tr>
<td>5:00 – 5:45 p.m.</td>
<td>Writing an Effective Curriculum Vitae (CV)</td>
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<td>Branden Eggen, PhD, BNGAP Faculty Mentor, Albany Medical College</td>
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<td>Sarah Martinez, MS, BNGAP Chapter President, Albany Medical College</td>
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<td>Mandeep Sidhu, MD, MBA, Assistant Dean of Student Research and Scholarship, Albany Medical College</td>
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<tr>
<td>5:45 – 6:30 p.m.</td>
<td>Career Building: Planning the Next Steps</td>
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<td>Hyacinth R.C. Mason, PhD, MPH, CHES, Assistant Dean, Student Support and Inclusion, Albany Medical College</td>
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<td></td>
<td>Stephanie White, MD, MS, Associate Dean for Diversity and Inclusion, UK College of Medicine</td>
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Academic Medicine at Stanford!

Stanford medicine has a distinguished history with discovery, innovation, and academic excellence. Come learn what makes Stanford a special place to learn, live, and investigate. Tomorrow’s possibilities start here.

The Office of Diversity in Medical Education’s (ODME) mission is to cultivate and sustain an environment that fosters the development of diverse physician leaders who are committed to eliminating the nation’s health inequities through patient care, education, research, and advocacy. To learn more about ODME and Stanford academic medicine visit us at https://med.stanford.edu/coe.html
Workshops from the 2020 BNGAP MID Year Conference are now available on Youtube and soon on all Podcast platforms!

**VIDEO LINK**  **TITLE**

[Click Here] Opening Comments

Watch the session on women, presented during the mid-year pre-faculty development conference!

[Click Here] Concurrent Session A
Session on College Students and Medical Students

[Click Here] Concurrent Session B
Session on Residents

[Click Here] Concurrent Session A
Session on Women

[Click Here] Concurrent Session B
Session on Sexual and Gender Minorities and American Indian/Alaska Native

[Click Here] Concurrent Session A
Session on Asians

[Click Here] Concurrent Session B
Session on Hispanic/Latino/Latina/Latinx

[Click Here] Concurrent Session A
Session on First-Generation College Graduates and/or Low-Income in Medicine

[Click Here] Concurrent Session B
Session on African Americans/Blacks

[Click Here] Deans' Reflections on Pre-Faculty Development and Closing Remarks
Women in Academia – Pre-Faculty Development

Valerie Romero-Leggott, MD  Minerva Romero Arenas, MD, MPH

September 25, 2020

Valerie Romero-Leggott, MD
Vice Chancellor and Diversity & Inclusion Executive Officer
HSC Endowed Professorship for Equity in Health
Professor, Family & Community Medicine

Minerva Romero Arenas, MD, MPH
Assistant Professor of Surgery
Co-Founder, Latino Surgical Society

Not a member yet?
Register at www.BNGAP.org/registration