Happy Holidays!

As we reflect over the year, we are greatly appreciative your continued commitment and support of BNGAP. It is because of your collaboration and investment of the BNGAP mission and purpose, that we together can enable trainees to build self-efficacy to pursue a future academic career. We are especially thankful to the Josiah Macy Jr. Foundation for their financial support of the National Center for Pre-Faculty Development and we look forward to promote the conclusions and recommendations from their most recent conference focused on ensuring fairness in the evaluation of learners.

With the conclusion of the 2022 year, we, celebrate notable accomplishments over the year including the 10th Annual LGBT Health Workforce Conference, the 3rd National BNGAP Pre-Faculty Development Conference, release of BNGAP’s 2nd book: Health Professions and Academia: how to begin your career, our several regional health professional development seminars, and all the newly published diverse authors.

This upcoming year will mark the 11th anniversary of the LGBTQ+ Health Workforce Development Conference in April. The conference provides an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of lesbian, gay, bisexual, and transgender (LGBT) communities. We welcome all those interested int taking part in the innovations to register and to submit abstracts.

Be on the lookout for the January issue which will showcase our achievements along with the release of the 2022 Annual Report. Be sure to stay up to date via our social media on all things happening around the BNGAP community.

From the entire BNGAP executive board and national leadership, we hope you and your family have a happy holiday season and a prosperous 2023!

Nicholas N. Brutus, MSIII
National Coordinator, BNGAP INC.
From November 29 to December 2nd, BNGAP’s own National Coordinator, Nicholas Brutus, had the opportunity to take part in the Macy Foundation Conference on “Mitigating Harmful Bias in the Assessment of Clinical Learners” held in Atlanta, Georgia. The conference aimed to identify strategies to disrupt current learner assessment systems in medical education and eliminate harmful bias. Invitees were chosen because of their expertise and leadership in related fields. With the collaboration of 45+ diverse faculty and learners, the participants worked to identify equitable solutions and develop actionable recommendations that will guide policymakers including accreditors, professional schools, and others to design the highest quality educational experience.

Nicholas shares "It was an extraordinary opportunity to take part in what will be the evolution of how we foster the growth of learners."

The conclusions and recommendations will be published in an executive summary after the conference. Below are links to the recommendations from the last two Macy Foundation conferences:

- Josiah Macy Jr. Foundation Conference on COVID-19 and the Impact on Medical and Nursing Education: Conference Recommendations Report
- Addressing Harmful Bias and Eliminating Discrimination in Health Professions Learning Environments
Nova Southeastern University (NSU) was founded in 1964, and is a not-for-profit, independent university with a reputation for academic excellence and innovation. NSU offers competitive salaries, a comprehensive benefits package including tuition waiver, retirement plan, excellent medical and dental plans and much more. NSU cares about the health, welfare and its students, faculty, staff, and campus visitors and is a tobacco-free university.

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Dr. Kiran C. Patel College of Allopathic Medicine (NSU MD) is seeking the following positions:

Faculty (Rank TBD) - Medical Education
Work Type: Full Time with Full Benefits
Location: Fort Lauderdale-Davie, Florida
Department: Physiology
Categories: Faculty - Health Professions
[Link to position]

Faculty (Rank TBD) - Physician Educator
Work Type: Full Time with Full Benefits
Location: Fort Lauderdale-Davie, Florida
Department: Allopathic-Medical Education
Categories: Faculty - Health Professions
[Link to position]
The LGBT Health Workforce Conference is the largest and most well known national LGBT health workforce conference in the United States held annually in New York City. The conference provides an overview of up-to-date practices (climate, educational, research, and clinical) in preparing the health care workforce to address the health concerns and disparities of lesbian, gay, bisexual, and transgender (LGBT) communities. This conference is designed for health professionals (M.D., D.O., P.A.-C., R.N., N.P., D.D., social workers, psychologists, etc.), educators, and students (pre-health professions, professional schools, and graduate), but all interested are invited to attend. CME credit will be available. For more information: [http://bngap.org/lgbthwfconf/](http://bngap.org/lgbthwfconf/)

Abstract Submission Site: [Abstracts due January 1, 2023](http://bngap.org/lgbthwfconf/)

2021 Leadership Awards Application: [Applications due December 1, 2022](http://bngap.org/lgbthwfconf/)
Why is it important to promote diversity and inclusion in the academic medicine workforce?

“I have had many teachers, coaches, and mentors throughout my academic journey from a pre-medical student-athlete to an osteopathic student-doctor. They saw so much in me before I could and supported me to continue becoming my best self. So, as I pursue applying to pediatrics next year, I look excitedly expectant toward the future of the world and the next upcoming generation of physicians. I’ve been blessed to be poured into by many in academic medicine. I aspire to diversify medicine by carrying the torch, keeping the flame alive, and passing it on to the next generation of academic physicians as they learn to care for the communities in which we all live, learn, work and play.”

Chloe Soremekun
Third-Year Osteopathic Medicine Student

Rowan-Virtua
School of Osteopathic Medicine

What empowers you to pursue a career in academic medicine?

“Academic medicine allows me to both teach and study the way we teach - improving the learning environment for our future trainees.”

Joyce Pang, MD
Third-Year Resident Physician
HEALTH PROFESSIONS AND ACADEMIA: HOW TO BEGIN YOUR CAREER 1ST ED. 2022 EDITION

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