

***The Departments of Surgery, Otolaryngology, and Plastic Surgery "Equity, Inclusion, and Leadership" Series:  
Part II of IV***



### **Program Overview**

Diversity and Inclusion has become an increasingly dominant part of everyday discussion. This need for action comes on the tails of increasing public outcry with recent events and tragedies in the country. However, discrimination, whether it be based on race, sex, disability, sexual orientation or any other protected class, has been prevalent for years in both overt and covert ways.

Because of the growing need for awareness and education, we have formed a collaboration and are conducting a quarterly development series by the Departments of Surgery, Otolaryngology, and Plastic Surgery to address and discuss these issues with the goals of becoming more well-rounded departments that foster an environment in which everyone feels included and allowed to thrive.

In part one of this series, we provided a snapshot of the current climate with the general, otolaryngology and plastic surgery departments as it relates to diversity and inclusion and determined that there are multiple areas for improvement including enhancing diversity of faculty/trainees and increasing awareness of the negative effects of microaggressions/implicit bias on the experiences of faculty/trainees. In part II, of this series, we will specifically focus on building an inclusive environment by highlighting factors that lead to lack of inclusion and sharing practical tools/suggestions as well as engaging in discussion to foster inclusivity across our departments at all levels.

*Emilia Diego, MD*

Vice-Chair for Diversity and Inclusion  
Section Chief of Breast Surgery  
Assistant Professor of Surgery  
Program Director, Breast Surgical Oncology Fellowship  
Director, Pre-Menopausal Breast Cancer Program  
UPMC Magee-Women's Hospital, Pittsburgh, PA

*Melanie Nance, MD*

Vice Chair of Education  
Clinical Assistant Professor, Department of Otolaryngology  
UPMC, Pittsburgh, PA

*Carolyn De La Cruz, MD*

Associate Professor, Department of Plastic Surgery  
Director, Breast Surgical Lymphedema Program  
Diversity, Equity, and Inclusion Officer, Plastic Surgery Program

**Please register at this link:**

**<https://cce.upmc.com/equity-inclusion-and-leadership-part-II>**

**You will be sent a Teams meeting invite for the event.**

**Faculty, Fellows, and Residents of the Departments of Surgery and Otolaryngology are invited. Those attending will receive **CME credit****  
**You do not want to miss the second part of this series!**

**Upcoming:**

**Part III - Retention and Recruitment (July 15, 2021)**

**Part IV - Leadership, Sponsorship, and Growth in the Dept. (Oct. 21, 2021)**

### **Accreditation and Designation Statement:**

In support of improving patient care, the University of Pittsburgh is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

#### ***Physician (CME)***

The University of Pittsburgh designates this live activity for a maximum of 1.0 *AMA PRA Category 1 Credit™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

#### ***Other Healthcare Professionals***

Other health care professionals will receive a certificate of attendance confirming the number of contact hours commensurate with the extent of participation in this activity.

#### ***Disclaimer:***

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#### ***Disclosures:***

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*The following relevant financial relationships were disclosed:*

*Emilia Diego, MD - Other: DSMB, Xoft Inc.*

*Carolyn De La Cruz, MD - CE Speakers' Bureau: ImpediMed*

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