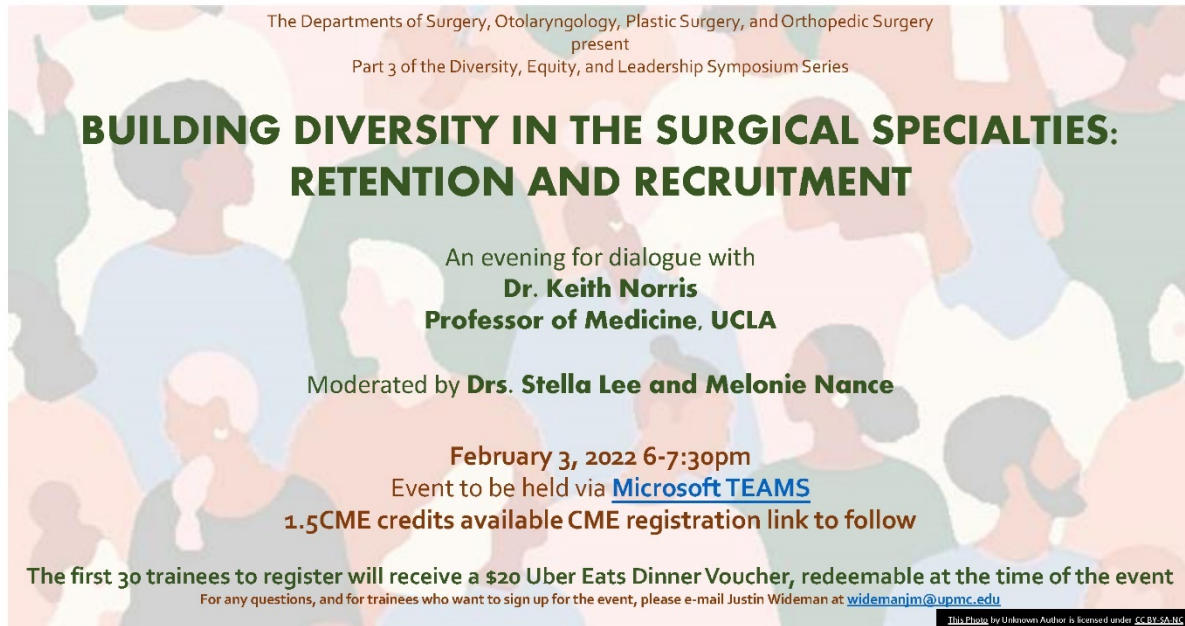


***The Departments of Surgery, Otolaryngology, and Plastic Surgery "Equity, Inclusion, and Leadership" Series:
Part III of IV***



The Departments of Surgery, Otolaryngology, Plastic Surgery, and Orthopedic Surgery
present
Part 3 of the Diversity, Equity, and Leadership Symposium Series

**BUILDING DIVERSITY IN THE SURGICAL SPECIALTIES:
RETENTION AND RECRUITMENT**

An evening for dialogue with
Dr. Keith Norris
Professor of Medicine, UCLA

Moderated by **Drs. Stella Lee and Melonie Nance**

February 3, 2022 6-7:30pm
Event to be held via [Microsoft TEAMS](#)
1.5 CME credits available CME registration link to follow

The first 30 trainees to register will receive a \$20 Uber Eats Dinner Voucher, redeemable at the time of the event
For any questions, and for trainees who want to sign up for the event, please e-mail Justin Wideman at widemanjm@upmc.edu

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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 I 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. Part II, focused 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. Part III will explore barriers to diversity and strategies for overcoming them.

Agenda:

6:00-6:50 - Dr. Norris

6:50-7:30 - Q&A moderated by Drs. Lee/Nance

7:30 - Adjournment

Keith Norris, M.D., Ph.D.

Professor of Medicine

UCLA Division of General Internal Medicine and Health Services Research

Melonie Nance, MD

Vice Chair of Education

Clinical Assistant Professor, Department of Otolaryngology

UPMC, Pittsburgh, PA

Stella Lee, MD

Assistant Professor, University of Pittsburgh School of Medicine

Department of Orthopedic Surgery

Musculoskeletal Oncology

To register please email:

widemanjm@upmc.edu

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 IV - Leadership, Sponsorship, and Growth in the Dept. (TBD)

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 1.5AMA PRA Category 1 Credits™. 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.

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Disclosures:

All individuals in a position to control the content of this education activity including members of the planning committee, speakers, presenters, authors, and/or content reviewers have disclosed all relevant financial relationships with any entity producing, marketing, re-selling, or distributing health care goods or services, used on, or consumed by, patients.

*The following relevant financial relationships were disclosed:
Emilia Diego, MD - Other: DSMB, Xoft Inc.*

No other planners, members of the planning committee, speakers, presenters, authors, content reviewers and/or anyone else in a position to control the content of this education activity have relevant financial relationships to disclose.