



November 2024

Observances

- 11/01-11/30 | [Native American Heritage Month](#)
- 11/01-11/30 | [National Diabetes Month](#)
- 11/01-11/30 | [Epilepsy Awareness Month](#)
- 11/01 | [Diwali](#)
- 11/02-11/03 | [Birth of Bahá'u'lláh](#)
- 11/05 | [Election Day](#)
- 11/11 | [Veterans Day](#)
- 11/20 | [Trans Day of Remembrance](#)
- 11/21 | [National Rural Health Day](#)
- 11/28 | **Thanksgiving** (University Closed November 28 & 29)

Events

- 11/06 | **Pediatrics Grand Rounds** – *The Implementation and Testing of a Digital Clinical Decision Support System (CDSS) for Increasing Global Health Care Access and Addressing Health Care Inequity* – Barry Finette, Ph.D., M.D., FAAP – 8:00-9:00 am, Davis Auditorium & [Zoom](#) (password: pedsgr)
- 11/06 | **AHEC Scholars** – *Language Access & Cultural Considerations in Healthcare* – 5:30-7:00 pm, MedEd 300
- 11/07 | **FOR UVM FACULTY ONLY: Film and Dinner Discussion** – *From Swastika to Jim Crow* – 5:00 -7:00 pm, RSVP IS REQUIRED: [Register Here](#)
- 11/13 | **Gender Equity Education Series** – *Working with 2STLGBQ+ People* – Kell Arbor, 12:00-1:00 pm, [Zoom](#)
- 11/22 | **Psychiatry Grand Rounds** – *The Relevance of Cultural Formation: A Clinical Journey* – Jaswant Guzder, MD, 10:30-11:30 am, [Zoom](#) (password: PGR2425)

Spotlight: Native American Heritage Month



Native American Heritage Month, celebrated every November, was originally established in 1916 as “American Indian Day” and later expanded in 1990 to 30 days, is a time to celebrate the rich cultures, traditions, histories, and contributions of American Indians and Alaska Natives (AI/AN) in the United States, and to honor the legacy and stories of all Tribal nations and Indigenous communities. It is also an opportunity to address the systemic challenges and health disparities that Native American communities face.

Did you know...

- According to the Centers for Disease Control and Prevention (CDC), [AI/AN people have the lowest life](#) expectancy compared with other racial and ethnic groups. In [2022](#), 19% of people who identify as AI/AN alone reported being in fair or poor health – the highest rate compared with other racial and ethnic groups.
- The AI/AN population continues to have the highest uninsured rate compared to other populations. In 2022, [twenty-four percent of AI/AN adults](#) lived without health insurance coverage.
- [AI/AN people](#) frequently contend with economic and environmental issues (known as [social determinants of health](#)) that prevent them from receiving quality medical care. These issues include cultural barriers, racial bias, geographic isolation, inadequate housing, and low income.

It is crucial to acknowledge and address the significant health disparities that persist. By acknowledging the historical and social context of these disparities and working collaboratively with these communities, we can develop effective and sustainable solutions.

Learn more about the impact of social determinants of health on American Indian and Alaskan Native Health outcomes from the [U.S. Department of Health and Human Services](#).

Message from the Associate Dean

From Principles to Practice: Inclusive Excellence in Academic Medicine

Margaret A. Tandoh, M.D., F.A.C.S. Associate Dean for Diversity, Equity and Inclusion



At the Larner College of Medicine, inclusive excellence is not just a core principle but a tangible commitment that shapes every aspect of our work—from education and research to clinical care and community engagement. For over a decade, this principle has been fundamental to our mission, promoting professionalism, enhancing clinical effectiveness, bolstering research outcomes, and supporting positive cross-cultural interactions. Our programs and initiatives foster a sense of belonging, build more equitable systems, and celebrate the rich diversity of our community.

UVM recognizes the imperative of promoting a sense of belonging for all members. This holistic approach supports a more inclusive and equitable environment that attracts, retains, and advances excellence within our institution. Larner’s commitment to shared equity leadership principles has been instrumental in achieving these goals. By involving multiple stakeholders in agenda-setting and decision-making, we ensure the successful implementation of these principles is shared across our organization. Our objectives are data-driven and developed through comprehensive assessment and collaborative planning with all stakeholders at Larner. The [2024 updates](#) to Objective 5 in [Vision 2025](#) demonstrate the breadth and depth of the work being undertaken across our college.

By embedding inclusive excellence into all aspects of our work, we continue to unite as an institution and advance our shared goal of providing excellence in medicine and science.

Moving forward, we must continue striving to build a healthcare system that empowers and values everyone—students, faculty, staff, and patients. By understanding and prioritizing social factors that drive health disparities, we can create a more equitable system where all individuals receive the care and support needed to achieve optimal health.

Thank you for your dedication and commitment to this vital work. Together, we are building a healthier and more equitable future for all, regardless of their backgrounds.

Announcements

Faculty Recruitment: Updates on Diversity Statements

Rebecca Wilcox, M.D., Associate Dean for Faculty



Considering the recent judicial developments concerning affirmative action in college admissions, there has been an increasing scrutiny by courts and regulatory bodies regarding the validity and application of diversity statements by employers. As discussed at a recent COMAC meeting and LCOM faculty townhall, the Provost Office has mandated us “to adapt to these changes and continue our commitment to diversity and inclusion, our approach during faculty recruitment should clearly align with the university’s strategic imperatives. These imperatives include, but

are not limited to, foundational principles such as [Our Common Ground](#) and the university's Inclusive Excellence Plan(s). Consequently, a shift from traditional Diversity Statements to Inclusive Excellence Statements is being initiated. These new statements will be congruent with the terminology and objectives outlined in our recently formulated Inclusive Excellence Plans. This adjustment is aimed at broadening our understanding and incorporation of diversity. Furthermore, it seeks to enhance the efficacy of our recruitment process by concentrating on the distinct elements of each department's Inclusive Excellence Plan. This approach aims to address the sometimes-subjective interpretations associated with diversity statements. Below is the updated statement:

"The University of Vermont is especially interested in candidates who can contribute to inclusive excellence through their teaching, service, and scholarship. Our community embraces and advances the values of Our Common Ground: openness, respect, responsibility, integrity, innovation, and justice while upholding the highest standards of professionalism, driven by a passion for lifelong learning and improvement. Cultural humility, kindness, and respect form the foundations upon which the college strives to elevate professionalism in all its endeavors. Professionalism is demonstrated through integrity, accountability, compassion, altruism, and social responsibility.

Successful candidates will exhibit a strong commitment to the tenets of Our Common Ground and the principles of professionalism. Applicants are required to submit a separate statement detailing how they would enhance the impact of Our Common Ground values and professionalism, and advance inclusive excellence at LCOM and among the populations the college serves through teaching, service, and scholarship."

ODEI News

Gender Equity Career Development Seminar a Success



On Monday, October 28, the Office of Diversity, Equity, and Inclusion hosted the inaugural Gender Equity Career Development Seminar, titled "Building Career and Community in Academic Medicine." This groundbreaking event was designed specifically for women and gender-diverse faculty at Larner College of Medicine, at the assistant and associate professor ranks.

The seminar featured a full day of engaging and insightful programming. Attendees were provided with opportunities to refine their visions for career development, gain a nuanced understanding of the promotion process, and cultivate a network of faculty colleagues for ongoing peer mentorship. The event not only aimed to empower the participants in their

professional journeys but also to foster a strong sense of community and support among the faculty.

[Read more about the Seminar→](#)

Vision 2025 - Objective 5 Update




The overarching goals for inclusive excellence at Larner remain largely the same as they have been for more than a decade: to support a more inclusive and equitable environment to better attract, retain and advance excellence in our institution and its members.

Our college has long utilized shared equity leadership principles to support its goals. In this approach, multiple stakeholders participate in agenda-setting and decision-making within their areas of responsibility and the successful implementation of these principles is a shared responsibility across the organization.

In 2023, the Larner College of Medicine integrated inclusive excellence initiatives throughout its operations and the college's [Vision 2025](#) unified strategic plan now embeds diversity-focused priorities, goals, and objectives, rather than maintaining them in a separate plan.

[Read the Update→](#)

Upcoming Events

<p>Working with 2STLGBQ+ People</p> <p>Kell Arbor Director of Health & Wellness programs at Pride Center of Vermont</p> <p>November 13, 2024 12:00–1:00 p.m. via Zoom</p>		<p>Gender Equity Education Series</p> <p>Working with 2STLGBQ+ People Kell Arbor, Director of Health and Wellness Programs Pride Center of Vermont Wednesday, November 13, 12:00 - 1:00 PM, Join via Zoom</p>
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UVM Events

Election Day Support From the UVM Division of Inclusive Excellence

The Division of Inclusive Excellence is working together to create spaces of support for our UVM community on election day and the day after (Nov. 5 and 6). We encourage you to share this information with your constituencies to let them know that we are here to support them during

this uncertain moment. Here are the offerings taking place in our respective locations on campus:

- The **Office of the Vice Provost for Inclusive Excellence** is holding space for staff and faculty of color in Allen House from 9 a.m.–4 p.m. (Nov. 5 and 6).
 - Snacks and conversation
- The **Women and Gender Equity Center** is holding space (for stress relief) for students, staff, and faculty from 11 a.m.–5 p.m. (Nov. 5 and 6).
 - Warm snacks and beverages, art, conversation
 - Noon: Baking cookies
 - Noon–4:30 p.m.: Let’s Talk (for students only on Nov. 5)
 - 3 p.m.: Baking apple crisp
- The **PRISM Center** is holding space for LGBTQ+ students, staff, and faculty in the afternoon (Nov. 5 and 6).
 - Snacks, art, conversation
- The **Mosaic Center for Students of Color** is hosting an “Election AnxieTea” space for students of color from 10 a.m.–6 p.m. on Nov. 5 and 10 a.m.–4:30 p.m. on Nov. 6 in the MCSC main space.
 - Snacks, games
 - Dinner available 4:30–6:00 p.m. on Nov. 5
 - Noon–2 p.m. What’s Tea lunch program on Nov. 6
- The **Interfaith Center** is holding space for students, staff, and faculty from 10 a.m.–6 p.m. on Nov. 5 and 10 a.m.–4:30 p.m. on Nov. 6.
 - General access to the resources in the Center (labyrinth, prayer room, meditation room, etc.)
 - Snacks, board games, coloring sheets, and chaplaincy services
 - Dinner available from 4:30–6:00 p.m. on Nov. 5

Film and Dinner Discussion: From Swastika to Jim Crow



Thursday, November 7th, 5:00 -7:00 PM
Alumni House, Silver Pavilion
61 Summit Street, Burlington, VT

The story of Jewish intellectuals who escaped Nazi Germany only to find antisemitism at major US universities. Many secured positions at black colleges in the South, and ultimately impacted the civil rights movement.

Facilitators are Sherwood Smith and Alan Steinweis. [RSVP IS REQUIRED](#)

Announcements

Larner Prayer and Meditation Space



Embrace stillness, find peace. Located in Given D202 and available to all members of the Larner community, the space serves the holistic wellness of our faculty, staff and students and allows individuals of all religious faiths and non-religious beliefs to experience a place for peace, prayer, meditation and/or quiet reflection throughout the day.

The space is accessible 24/7 via Cat Card and contains a variety of resources available for use. For questions about the space and its resources, please email meddiversity@med.uvm.edu.

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](#).

NEED ACADEMIC SUPPORT? Personalized Academic Support is Here for You



Medical Student Services and the Office of Diversity, Equity and Inclusion partner to offer year-round, academic achievement programming, resources and outreach to ensure academic success and learn enrichment for all levels of the curriculum. Comprehensive services including individual sessions, personalized study plan development, peer tutoring, and referrals, test-taking strategies and schedules for courses, exams, Step and MCQ exams, and more. Contact [Tim Moynihan](#), Director of Academic Achievement to make an appointment.

AMA Foundation Physicians of Tomorrow Scholarships

The AMA Foundation has had a long-standing tradition of supporting medical students. With 12 scholarship categories and a variety of focus areas, including serving those underrepresented in medicine, the AMA Foundation works to recognize a diverse cohort of medical students each year. All students may apply for the Physicians of Tomorrow scholarships, regardless of AMA membership status. All scholarships are selected based on academic excellence and financial need. Applicants must be currently enrolled in an accredited U.S. allopathic or osteopathic medical school and must be entering their final year of medical school. Applications open on October 21, 2024, and close on February 28, 2025, at 11:59 p.m. CST.

[Apply Here→](#)

Robert A. Winn Clinical Investigator Pathway Program (Winn CIPP) Applications Open

Winn CIPP is a program initiative of the Robert A. Winn Diversity in Clinical Trials Award Program, a \$122 million program funded by the Bristol Myers Squibb Foundation, Gilead Sciences, and Amgen. The goal of the Winn CIPP is to expose URiM and/or medical students from disadvantaged backgrounds to career pathways in clinical research, particularly community-oriented research that is focused on increasing inclusion, equity, and diversity in the conduct of clinical and translational research. 67 underrepresented in medicine (URiM) or medical students from disadvantaged backgrounds who are pursuing an MD, MD/PhD, DO, DO/PhD will be awarded a \$7,500 stipend to participate in a 6-week summer externship at community-based clinical research sites across the nation to gain exposure to clinical research, community engagement, and leadership development. Applications are due January 8.

[Apply Now→](#)

From the AAMC

***AAMCNews*: Never the same: How mass shootings forever change the doctors who respond**

After treating the victims of a mass shooting, many doctors find their personal and professional lives are forever altered. As gun violence continues across the country, more and more doctors join this tragic, exclusive group. In this special immersive feature that incorporates video, audio, and narrative storytelling, *AAMCNews* interviewed six doctors who discussed their experiences responding to mass shootings, the emotional impact, and how it inspired them to take action to help prevent future tragedies and improve emergency preparedness at their teaching hospitals.

[Read More→](#)

***AAMCNews*: Achieving health justice through environmental justice**

All communities, particularly those that have been historically marginalized, deserve equitable access to healthy environments, the authors of a new Viewpoint argue.

[Read More→](#)

***AAMCNews*: Emergency doctors grapple with abortion bans**

In states with abortion bans, emergency physicians often feel caught between confusing laws and their duty to provide quality care. *AAMCNews* looks at how the Dobbs decision has impacted emergency medicine.

[Read More→](#)

AAMC webinar on helping students navigate critical junctures of medical education

The AAMC will host a webinar on Nov. 20 from 2-3 p.m. ET, “Navigating Critical Junctures: Residency Application and Interview Preparation,” aimed at fostering collaboration between student affairs and educational affairs. The session will focus on specialty decision planning, preparations and support for away rotations, and interview preparation and graduate medical education (GME) collaboration, and will feature a panel discussion and time for Q&A. This event is part of a year-long series on Holistic Student Support and is open to all. Questions can be sent to holisticreview@aamc.org.

[Register Now→](#)

Applications Are Now Open for the Healthcare Executive Diversity and Inclusion Certificate Program

Apply now for the Healthcare Executive Diversity and Inclusion Certificate Program, running from January to June 2025 at the AAMC Learning Center in Washington, DC. This six-month program is designed for chief diversity officers and leaders in academic medicine who oversee diversity and inclusion efforts. Since 2013, it has equipped over 100 participants from more than 50 institutions with the leadership skills needed to link diversity to institutional excellence. You’ll learn to build infrastructure, collaborate with key stakeholders, and apply research to strategic diversity plans tailored to your organization. **Space is limited—apply early!**

[Apply Now→](#)

Join the AAMC in DC for inaugural Leading for Impact program

Be a driving force for change in academic medicine with the AAMC’s new *Leading for Impact* program, taking place Feb. 4-6, 2025, in Washington, D.C. As the first program within the AAMC’s CORE Leadership Development suite, this dynamic leadership program is designed for individuals leading a department, unit, or mission within an AAMC member institution. Participants will learn how to foster collaboration, align organizational culture with strategic goals, and develop real-world solutions to leadership challenges in academic medicine.

[Register Now→](#)

New digital compendium explores lessons learned from the AAMC’s maternal mental health webinar series

As a follow-up to the AAMC’s “Improving Maternal Mental Health Outcomes” webinar series, the AAMC has developed a digital compendium that compiles lessons learned and key takeaways from each webinar, information about the organizations featured in the series, and a collection of resources shared by each featured organization. The webinar series highlighted

the innovative work being done at academic health systems and by nonprofits to close the gaps of care that pregnant and postpartum people need throughout the perinatal period.

[Read More→](#)

New resource bundle and virtual community focused on arts and humanities in health professions education

The AAMC has created a new resource bundle for its [FRAHME \(Fundamental Role of Arts and Humanities in Medical Education\)](#) initiative, which provides resources to help educators start, develop, and/or improve the use of arts and humanities in their teaching. The AAMC also invites constituents to [join its new arts and humanities virtual community](#) (free log in required) and [subscribe to the bimonthly FRAHME newsletter](#) to learn more about integrating arts and humanities into health professions education.

[Read More→](#)

New GWIMS toolkit on voter education engagement and empowerment

Given the significance of the upcoming election to academic medicine and the health care workforce, the AAMC Group on Women in Medicine and Science (GWIMS) has developed a voter education toolkit to underscore the role of medical schools and teaching hospitals in fostering an inclusive democracy through civic engagement among learners, staff, and patients. Encouraging nonpartisan voter registration is a simple yet effective way for institutions to advance their commitment to health equity and is allowable under federal law. Additionally, the AAMC has developed a [fact sheet](#) in collaboration with Vot-ER, a nonpartisan organization that works to integrate voter education and registration into health care settings. Learn more about [additional GWIMS resources](#) developed to support the success of women in medicine and science.

[Read More→](#)

Webinar recording now available: New NAM publication on the state of the biomedical research enterprise

The National Academy of Medicine (NAM) recently published a new report, "[The State of the U.S. Biomedical and Health Research Enterprise: Strategies for Achieving a Healthier America](#)," to outline strategies to ensure that the U.S. biomedical research enterprise can continue to lead globally and address the nation's health needs in the face of complex challenges. A recording of the Oct. 1 release event webinar is now available and includes a panel discussion with authors of the report, an overview of the findings, and a discussion with national leaders in biomedical research.

[Read More→](#)

New AAMC infographic: Academic medicine's impact on the nation's health

A new infographic developed by the AAMC highlights the intertwined missions of academic medicine and the importance of federal funding among policymakers and other key collaborators. This resource explains the critical role of AAMC-member institutions in communities and how insufficient financing or reductions in support for one mission area in turn limits the effectiveness of others.

[Read More→](#)

Recent Publications by Larner College of Medicine Faculty

Identifying Population-Level and Within-Hospital Disparities in Surgical Care

de Jager E, Osman SY, Sheu C, Moberg E, Ye J, Liu Y, Cohen ME, Burstin HR, Hoyt DB, Schoenfeld AJ, Haider AH, Ko CY, Maggard-Gibbons MA, Weissman JS, Britt LD. Identifying Population-Level and Within-Hospital Disparities in Surgical Care. J Am Coll Surg. 2024 Sep 1;239(3):223-233. doi: [10.1097/XCS.0000000000001113](https://doi.org/10.1097/XCS.0000000000001113)

Changing the approach in supporting and advancing underrepresented in medicine (UIM) medical students

Knight A, Kind T, Dixon G, McKnight N, **Rideout M**. Changing the approach in supporting and advancing underrepresented in medicine (UIM) medical students. MedEdPORTAL.2024;20:11438. doi: https://doi.org/10.15766/mep_2374-8265.11438

Recommendations to address and research systemic bias in assessment: perspectives from directors of research in medical education

Chen F, O'Brien CL, Blanco MA, **Huggett KN**, Jeffe DB, Pusic MV, Brenner JM. Recommendations to address and research systemic bias in assessment: perspectives from directors of research in medical education. Med Educ Online. 2024 Dec 31;29(1):2396166. doi: [10.1080/10872981.2024.2396166](https://doi.org/10.1080/10872981.2024.2396166)

Articles of Interest

The surprising truth about loneliness in America

By Allie Volpe

American men were said to be in a “friendship recession,” with a survey finding the number of men without any close friends increased fivefold since 1990. Meanwhile, resurfaced comments from Republican vice presidential nominee Sen. J.D. Vance complaining that the government was being run by “childless cat ladies” who are unhappy they don’t have children drew widespread condemnation from across the political spectrum. Last year, the US Surgeon

General released an advisory underscoring the seriousness of loneliness and isolation. While long-term data on loneliness is lacking, recent surveys have found increases in loneliness that predate the pandemic. But the answers to who loneliness afflicts — and the solutions to this complex social problem — are not nearly as straightforward as you might think.

[Read More→](#)

World First: Stem Cells Reverse Type 1 Diabetes in Clinical Trial

By Carly Cassella

Most people with type 1 diabetes cannot reverse their autoimmune disease or put it into spontaneous remission — all they can do is manage their blood sugar levels with insulin, a healthy diet, and regular exercise. Now, the successful treatment of the condition in a young woman in China has brought the possibility of a universal cure tantalizingly close.

[Read More→](#)

Native Americans Have Shorter Life Spans. Better Health Care Isn't the Only Answer.

By Arielle Zionts

Donald Warne, a physician who is co-director of the Johns Hopkins Center for Indigenous Health and a member of the Oglala Sioux Tribe, can rattle off the most common medical conditions and accidents killing Native Americans. But what's ultimately behind this low life expectancy, agree Warne and many other experts on Indigenous health, are social and economic forces.

[Read More→](#)