



Co-chairs:

Sree Natesan MD (Duke University), Dustin Williams (UT-Southwestern), Christy Angerhofer (University of Colorado/Denver Health)

Executive Planning Committee:

Joel Moll (VCU), Chrissy Babcock (UIC), Taku Taira (USC)

Date: Wednesday, September 14th

Timing: 12 - 4:45p CST

Overarching goal: Didactics & workshops to help learn skills to promote diversity and inclusion within medical education regarding **Holistic Review in Residency Recruitment**

Objectives: By the end of this virtual conference, participants will be able to:

1. Create public statements reflecting their program's commitment to diversity, equity, and inclusion.
2. Mentor key stakeholders in their program to efficiently meet goals and desired outcomes for DEI recruitment.
3. Distinguish candidates with qualities that meet their program's values and mission.
4. Effectively evaluate their ERAS application review process to identify opportunities for improvement to advance diversity, equity, and inclusion.
5. Construct an interview process based on holistic review of best practices from the literature.
6. Identify and implement physical and virtual spaces that reflect an inclusive environment.
7. Apply tips and techniques from the toolkit to amplify DEI efforts for pre-interview, interview, and post-interview.

Cost: \$25/person; sponsorship program \$100/program (for up to 10 faculty); Residents & Program Coordinators are welcome & free

Virtual Conference Schedule

Time	Speaker(s)	Topic
12:00-12:10p	<p style="text-align: center;">Welcome</p> <p style="text-align: center;">Dr. Chrissy Babcock (University of Chicago) Dr. Joel Moll (Virginia Commonwealth University)</p> <p style="text-align: center;">Past/present chair</p>	
12:10-12:50p	<p style="text-align: center;">The State of Diversity in Academic Medicine</p> <p style="text-align: center;">Dr. Dowin Boatright (NYU) Plenary Speaker</p>	
HOLISTIC REVIEW PRE-INTERVIEW STRATEGIES		
12:50-1:20p	<p style="text-align: center;">Optimizing Interviews from the Lens of URM</p> <p style="text-align: center;">EMRA DEI Lead: Dr. Sandra Coker (University of Chicago)</p> <p style="text-align: center;">Panelist: Dr. Tanesha Beckford (Boston Medical Center)</p> <p style="text-align: center;">Dr. Margaret Ellen (University of Maryland)</p>	
1:20-2:15p	<p style="text-align: center;">Small group discussion & training</p> <p style="text-align: center;">Room 1: Setting the stage: Best Practices in sharing your DEI values Dr. Megan Healy (Temple) & Dr. James Ahn (University of Chicago)</p> <p style="text-align: center;">Room 2: ERAS Holistic Review: Unblinding Where Bias Exists Dr. Moises Gallegos (Stanford), Dr. Sree Natesan (Duke), Dr. Gannon Sungar (Denver Health)</p> <p style="text-align: center;">Room 3: Prepping Reviewers Dr. Al'ai Alvarez (Stanford) & Jason Folt (Henry Ford)</p>	
2:15-2:25p	<p style="text-align: center;">Representation in Social Media Dr. Aaryn Hammond (Wake Forest)</p>	
2:25-2:35p	<p style="text-align: center;">BREAK</p>	

HOLISTIC REVIEW INTERVIEW STRATEGIES	
2:35-3:05p Format: Workshop	EAM system & rebalancing: How to rebalance scoring Christy Angerhofer & Dr. Gannon Sungar (University of Colorado/Denver Health)
3:05-3:45p Format: Short quick topics (10 min)	Name-based Microaggressions Dr. Manny Ohuabunwa (UT Southwestern) Invitation through Goodbye: How to Create an Inclusive interview day Dr. Tyson Pillow (Baylor) Prepping the interviewers: Do's and Don'ts of Interviewing Dr. Adam Mcfarland (University of Chicago)
3:45-3:55p	Break
HOLISTIC REVIEW POST INTERVIEW STRATEGIES	
3:55- 4:10pm Format: Didactics	Post Interview Best Practices Dr. David Duong (Highland) & Dr. Joshua Broder (Duke)
4:10-4:15pm	Closing Remarks Conference Chairs: Dr. Natesan, Dr. Williams & Angerhofer
4:15-4:45p Optional Q&A/ Workshop	DEI Consult Mini-Workshop Facilitator: CORD DEI Committee