Supporting Underrepresented minorities for Connections, Community, Engagement, Service and Society Program

Co-Directors: Jessica Silva-Fisher and Felicia Gomez
Advisors: Joe Pangelinan, Gabriel Mbalaviele, Amanda Smith, Francisco Ramirez, David Alvarado
Administrative Support: Jennifer Mosher
Background on Development of Program

- Dr. Fraser initiated DOM Trainee Task Force
  - Goals of task force
    - Identify concerns, barriers, problems, etc., in creating a diverse and inclusive environment for trainees and students.
    - Recommend solutions to address concerns, barriers, and problems in creating a diverse and inclusive environment for trainees and students.

Co-Chairs: Jessica Silva-Fisher and Felicia Gomez
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Areas of concern identified from task force

You are welcomed Here!

**SUPPORT**
- Advisor
- Coach
- Mentor
- Friend

**DIVERSE FACULTY**

**NETWORKING**

**PERSONAL GUIDANCE**

**CAREER DEVELOPMENT**
Web-based Resource to Identify MENTORS SPONSORS ADVISORS ADVOCATES

Connections

Society

Develop fundamental relationships, Promote research at scientific symposia

Networking Events, Career Development Workshops, Professional Events

Community

Engagement

1-1 Personalized Career Development, Coaching, Mentorship

Funding And Leadership Opportunities transfers to broader medical community
Goal

To create a structured network of resources, staff, faculty, and trainees to facilitate training and career advancement of URMs through positive reinforcement and community development.
Sponsor
Career Development
Obtain opportunities allowing career advancement

Mentor
Skill development
Gain knowledge or new things

Coach
Person Development
Achieve performance improvement to open new opportunities

Advice
Make introductions
Gives feedback
Guidance
The SUCCESS program

Provide academic support and career advancement for URM trainees (SUCCESSORs)

- SUCCESS leaders
  - Senior level faculty
- SUCCESSORs
  - Trainees
    - Clinical
    - Research
    - Students

1. Facilitating connections with SUCCESS leaders
2. Providing personalized career development and funding opportunities
3. Developing community and support
4. Evaluating the program for its effectiveness and implementing required improvements.
• Identify and connect with senior level faculty
  • These relationships will provide: engagement, mentorship, support, and advocacy

• SUCCESSORs will have a web-based resource for finding SUCCESS leaders and building meaningful relationships
  • [https://internalmedicinediversity-test.wustl.edu/urm/success-program/](https://internalmedicinediversity-test.wustl.edu/urm/success-program/)
Ongoing Recruitment of SUCCESSORs and SUCCESS Leaders

- Orientation
- Grand Rounds
- Organizations
  - Postdoc Office
  - DBBS
  - Postdoc society
  - others
- Social Media
- Networking with each other!
1. Personalized career guidance
   - Meetings for mentoring, develop a “SUCCESS Individual Development Plan” (S-IDP)
     - abstract writing
     - manuscript writing
     - Grantsmanship
     - public speaking
• Develop a community and a support network for URM trainees
• SUCCESS will host yearly activities, including annual networking receptions, advancement workshops, and frequent social hours
• Provide career development seminars and workshops.

Structured and formal community of support for SUCCESSORs
Funding opportunities

- Fellow grant
- Postdoc grant
- Graduate students grant
- SUCCESS “crossover grant”
  - Fellow and Postdoc collaborate project
The SUCCESS program: Evaluation

• Evaluation of SUCCESS program
  – Analyze effects the program has had on trainees overall feelings
    • DOM environment
    • Mentorship practices
    • Networking advances
    • Research improvements (publications, conference attendance, etc)
  – Research methods including focus groups, phone interviews, and mail surveys
Why is this an AWESOME program?

1. First program to support URM Fellows AND Scientist (graduate students)

2. We believe this program will have a significant effect on patient care at Washington University in a number of ways
   - Increase the pipeline of well-trained physician and physician-scientists entering the faculty at WUSM and the broader medical community
   - Being aware of the diverse life experiences and collaborations between fellows and postdocs working together will have a profound effect on patients brought into the clinic

3. May be easily expanded and adopted for any trainee including medical students and other departments!

SUCCESS
Where do you fit it??

• Participate and be involved
• Leadership
  – Advisory board members
  – Web development
A web-based resource to identify mentors, sponsors, advisors, and advocates for connections networking events, career development workshops, professional events, personalized career development, coaching, mentorship, funding and leadership opportunities transfers to broader medical community. Develop fundamental relationships, promote research at scientific symposia.
Thank you!

Questions?

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