Letter from the Editor

It's been just over three years now that I have served in the capacity of Assistant Director for Diversity and Health Equity at Yale Cancer Center. As I reflect back, we have accomplished a great deal - we had our inaugural “Towards Health Equity” conference, we helped the YNHHS to be designated a Leader in LGBT Healthcare, we revamped our website and published quarterly newsletters, we helped researchers to think about diversity more broadly (addressing differences in age or socioeconomic status, for example), we worked with professional organizations of historically underrepresented populations to try to streamline their recruitment and retention into cancer care and research, we hosted cancer clinicians and researchers from around the world, and we have networked with our community, and specifically have tried to encourage minorities to participate in clinical trials. It's time to turn a new leaf, and I will be stepping down from this position as the Cancer Center focuses its efforts on more community-based participatory disparities research. It has been a pleasure serving in this role; I hope you enjoy this last edition of Kaleidoscope from me.

Anees B. Chagpar, MD
Assistant Director for Diversity and Health Equity
Yale Cancer Center

Clinical Corner

Personalizing Spanish Consent Forms
Did you know? For operative consent forms, translators will now translate and write in the procedure and relevant side effects into the English/Spanish consent form.

Translating Patient Education Materials
Does your disease team have patient education materials you would like translated into Spanish? If so, contact Isabel Pachiarotti (Translation Coordinator at isabel.pachiarotti@ynhh.org)

Resources
Yale Women Faculty Forum

#BlackLivesMatter
Many see this hashtag as a reference to Ferguson, but it has taken on a whole new meaning addressing bias and racial disparities. See this pair of perspective pieces from the *New England Journal of Medicine*. 

*Bias, Black Lives, and Academic Medicine*

#BlackLivesMatter - A Challenge to the Medical and Public Health Communities

Diversity Report Across Health Professions

Ever wonder how we're doing as a nation in terms of diversity across health professions? Check out this recent report from HRSA!

Download Report >>

ASCO Reports Persistent Racial and Ethnic Disparities in Cancer Care

Check out this portion of ASCO's "The State of Cancer Care in America 2015":

Download Report >>

NCI Offers Small Steps and Big Hopes to Address Cancer Disparities

Read More >>

**Education Corner**

**Progress on Climate, Diversity and Faculty Development**

Recently, the Dean put out an update on these issues (email March 25, 2015), which puts diversity on a more solid footing at Yale School of Medicine. As you know, the School is putting together a search for a Chief Diversity Officer, who can address many of the faculty's issues. I'd encourage people to get involved with SWIM, MORE, the Women's Faculty Forum, and the many other organizations on campus that embrace diversity as a critical element of who we are as Yale faculty, staff, and students.

**Herbert W. Nickens Nominations**

Do you know a faculty member or student who has shown leadership in reducing inequities in medical education and healthcare? Nominate them for one of the Herbert W. Nickens awards! The deadline is May 1.

*The Herbert W. Nickens Presidential Award is given to an individual who has made outstanding contributions in promoting justice in medical education and health care equity in the United States. The recipient receives a $10,000 award and present the Herbert W. Nickens Lecture at the Learn Serve Lead: The 2015 AAMC Annual Meeting. Nominees may come from the fields of medicine, dentistry, education, law, nursing,*
public health, or social and behavioral sciences.

The Herbert W. Nickens Faculty Fellowship recognizes an outstanding junior faculty member who has held the assistant professor position no more than three years and has demonstrated leadership in the United States in addressing inequities in medical education and health care; demonstrated efforts in addressing educational, societal, and health care needs of racial and ethnic minorities; and is committed to a career in academic medicine. The fellowship recipient receives a $15,000 grant to support their academic and professional activities.

The Herbert W. Nickens Medical Student Scholarships are awarded to five outstanding students entering their third year of medical school who have shown leadership in efforts to eliminate inequities in medical education and health care and demonstrated leadership efforts in addressing educational, societal, and health care needs of racial and ethnic minorities in the United States. Each recipient receives a $5,000 scholarship.

Learn More >>

AAMC Reports Underrepresentation of Women in Leadership at U.S. Medical Schools
This won't come as a surprise to many of you, but the data are interesting.
Learn More >>

Some Recently Published Articles in Academic Medicine Dealing with LGBT Issues

Sexual and Gender Minority Identity Disclosure During Undergraduate Medical Education: "In the Closet" in Medical School

Do Contact and Empathy Mitigate Bias Against Gay and Lesbian People Among Heterosexual First-Year Medical Students? A Report from the Medical Student CHANGE Study

A Comparison of the Mental Health and Well-Being of Sexual Minority and Heterosexual First-Year Medical Students: A Report From the Medical Student CHANGE Study

From Patients to Providers: Changing the Culture in Medicine Toward Sexual and Gender Minorities

Faculty Searches
As all of you know, we have a requirement that at least one member of every search committee have Diversity training. Here's an interesting article from MIT about bias and diversity in this process.
Read More >>
LGBT Competence Survey
Markus Bidell from Hunter College in New York is doing a study to evaluate health care professionals' competency in delivering care to LGBT patients. If you would like to participate, the survey link is here: [http://goo.gl/forms/KYSWo7EiHH](http://goo.gl/forms/KYSWo7EiHH) For more information, contact Dr. Bidell at [mpbidell@hunter.cuny.edu](mailto:mpbidell@hunter.cuny.edu)

Research Corner

NIH NMA Travel Awards
Do you have residents/fellows from underrepresented groups in biomedical or behavioral research who are interested in pursuing a research career, especially in disease areas that disproportionately impact the health of minorities and underserved communities? There is a great opportunity for them to apply for a travel award which will cover all of their costs to attend a special 1.5 day NIH workshop on Career Development in Academic Medicine, as well as the NMA Convention and Scientific Assembly. Application deadline is April 15, 2015. Learn More >>

NIH Diversity Statement
In case you missed it, you can find the Notice of NIH’s Interest in Diversity here: Learn More >>

Research Funding and Age
Here’s some interesting data on age of investigators and NIH funding.... If you thought you've past your peak - think again! Learn More >>