Agenda

8:30  Registration
Continental Breakfast

9:00  Welcome
Nancy J. Tarbell, MD
Dean for Academic and Clinical Affairs
CC Wang Professor of Radiation Oncology
Harvard Medical School

9:15  Keynote Lecture
“Cultivating a Practice of Mindfulness: Tools for Minimizing Unconscious Bias to Enhance Your Mentoring Relationships”

Robbin Chapman, PhD
Associate Provost
Academic Director of Diversity and Inclusion
Wellesley College

10:15  Coffee/Tea Break

10:30  Interactive Exercise
Uncovering Unconscious Bias for Mentors

11:00  Panel Discussion
“Strategies to Address Unconscious Bias in Mentoring”

Moderator
Joan Reede, MD, MPH, MBA
Associate Professor of Medicine,
Dean for Diversity and Community Partnership
Harvard Medical School

Panelists
Emelia Benjamin, MD, ScM
Professor of Medicine and Preventative Medicine
Vice Chair, Faculty Development and Diversity
Boston University School of Medicine
Professor of Epidemiology
Boston University School of Public Health

Peter Cahn, PhD
Associate Provost for Academic Affairs,
MGH Institute of Health Professions

Robbin Chapman, PhD
Associate Provost
Academic Director of Diversity and Inclusion
Wellesley College

12:00  Networking Lunch (Optional)

Course Directors

Donna Lawton, MS
Massachusetts General Hospital

Ellen P. McCarthy, PhD, MPH
Harvard Medical School

Planning Committee

Carol Bates, MD
Beth Israel Deaconess Center

Christy Di Frances, PhD
Brigham and Women’s Hospital

S. Jean Emans, MD
Boston Children’s Hospital

Elizabeth Gaufberg, MD, MPH
Cambridge Health Alliance

Amber Lovendale, MS
Beth Israel Deaconess Center

Maxine Milstein, MBA
Boston Children’s Hospital

Christine Power, MS
Dana-Farber Cancer Institute

Caroline Rotondi
McLean Hospital

Disclosure Policy

In accord with the disclosure policy of McLean Hospital as well as guidelines set forth by the Accreditation Council on Continuing Medical Education, speakers have been asked to disclose any relationship they have to companies producing pharmaceuticals, medical equipment, devices, etc., that might be germane to the content of their lectures. Such disclosure is not intended to suggest or condone bias in any presentation, but is elicited to provide participants with information that might be of potential importance to their evaluation of a given talk. In addition, faculty have been asked to describe any “off label” uses of pharmaceutical products and devices.

All course directors, planners, and course faculty have reported no relevant financial relationships with any commercial interests.
Upon completion of this course, participants will be able to:

• Increase awareness of how unconscious bias influences mentoring relationships
• Develop skills to recognize their own personal bias and the potential influence of their personal bias on their mentees and colleagues
• Identify strategies to manage and minimize the influence of personal bias on mentees and colleagues
• Locate and utilize resources to increase knowledge of unconscious bias
• Assess personal unconscious bias

Learning Objectives

Who Should Attend

Faculty of Harvard Medical School from all clinical and scientific disciplines who are involved in mentoring junior faculty, trainees, and students.

This course is targeted to both senior mentors who are interested in expanding their knowledge and junior faculty who are transitioning to become mentors and interested in developing their mentoring skills.

This course is free to faculty of Harvard Medical School and Harvard School of Dental Medicine.

Course Faculty

Robbin Chapman, PhD
Associate Provost and Academic Director of Diversity and Inclusion
Lecturer of Education Wellesley College

Dr. Chapman provides strategic leadership and vision for the College’s diversity and inclusion efforts, and academic and faculty excellence initiatives. Her research interests include design and use of computational tools for learning in public spaces, and examining equity issues as they relate to learning technologies and technology-driven pedagogy. Dr. Chapman currently serves on a number of boards and serves as regional liaison for the Ford Foundation Fellowship Program, administered through the National Academies of Sciences, Engineering, and Medicine. Dr. Chapman received her S.M. degree at MIT’s Artificial Intelligence Laboratory and her Ph.D. in Electrical Engineering and Computer Science from Massachusetts Institute of Technology.

Joan Reede, MD, MPH, MBA
Associate Professor of Medicine
Dean for Diversity and Community Partnership
Harvard Medical School

Dr. Reede is responsible for the development and management of a comprehensive program that provides leadership, guidance, and support to promote the increased recruitment, retention, and advancement of underrepresented minority, women, LGBT, and faculty with disabilities at Harvard Medical School (HMS) as they relate to faculty, trainees, students, and staff. She has created and developed more than 20 programs at HMS. Dr. Reede’s research focuses on diversity, inclusion and organizational change. Dr. Reede received her Sc.D. from Brown University and her MD from Mount Sinai School of Medicine. She holds an MPH and an MS in Health Policy and Management from Harvard School of Public Health, and an MBA from Boston University.

Peter Cahn, MPhil, PhD
Associate Provost for Academic Affairs
Director and Professor
Center for Interprofessional Studies and Innovation
Massachusetts General Hospital

Dr. Cahn trained as a cultural anthropologist with a focus on contemporary Latin America. In his current role, he has helped launch a required course on patient-centered care for all entry-level graduate students and an institute-wide community service day. He has published two books as well as articles in the Journal of Interprofessional Care, Medical Education Online, and MedEdPORTAL. He has received research support from the National Science Foundation, the Wenner-Gren Foundation, and the Radcliffe Institute for Advanced Study. Dr. Cahn received his AB from Harvard University, MPhil from the University of Cambridge, and PhD from the University of California, Berkeley.

Emelia J. Benjamin, MD, ScM
Professor of Medicine and Epidemiology
Boston University Schools of Medicine and Public Health
Clinical Cardiologist
Boston Medical Center

Dr. Benjamin is Assistant Provost for Faculty Development at Boston University Medical Campus, and Vice Chair for Faculty Development and Diversity in the Department of Medicine at Boston University School of Medicine, where she co-designed and co-leads the early and midcareer, and under-represented minority faculty leadership programs. Dr. Benjamin is a PI on grants related to the genetics of atrial fibrillation (multi-PI) and the Research Training and Education Core for the American Heart Association (AHA)-Tobacco Regulation and Addiction Center. Dr. Benjamin received her AB from Harvard University and her MD from Case Western Reserve University School of Medicine. She holds a MA and Medicine ScM from Harvard University School of Public Health.