

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Overall Workshop Description** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education – the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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Dr. Deborah Willis is an African American female, and a senior program lead of the DEI certificate program from University of Michigan. Dr. Willis' advocacy strives to provide people with tools they need to achieve individual success, with diversity, equity, and inclusion as guiding principles.

Other Workshop Participants or Co-chairs

Dr. Barzik grew up in Germany and is a female scientist working for the U.S. Department of Health and Human Services.

Dr. Matheus Macedo-Lima is a brown, Latino, Brazilian academic scientist, and a postdoctoral trainee at the University of Maryland

Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

Dr. Kalluri is a female of South Asian descent working as an academic scientist in a department of otolaryngology in Southern California.

Dr. Kaur is a South Asian female academic principal investigator at Creighton University.

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**Signature** tejbeer kaur

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<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

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<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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First Name	Last Name	Affiliation
Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

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**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson



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**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

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<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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**Signature** tejbeer kaur

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<b>Affiliation</b>	Creighton University
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**Signature** tejbeer kaur

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<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

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<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

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**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Video Consent & Release of Rights** I have read and agree to the above terms and conditions. My presentation can be recorded and available post the conclusion of the 2023 MidWinter Meeting for 2 weeks or 14 days.

**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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\* Presenting Author

First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

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Tejbeer *	Kaur *	Creighton University

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**Signature** tejbeer kaur

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**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Other Workshop Participants or Co-chairs

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Dr. Matheus Macedo-Lima is a brown, Latino, Brazilian academic scientist, and a postdoctoral trainee at the University of Maryland

Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

Dr. Kalluri is a female of South Asian descent working as an academic scientist in a department of otolaryngology in Southern California.

Dr. Kaur is a South Asian female academic principal investigator at Creighton University.

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**Signature** tejbeer kaur



# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

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## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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**Signature** tejbeer kaur

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**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

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**Signature** tejbeer kaur

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Matheus *	Macedo-Lima *	University of Maryland - College Park

**In-Person Participation** I intend to participate in the MidWinter Meeting in-person for the entirety of the scheduled meeting.

**Video Consent & Release of Rights** I have read and agree to the above terms and conditions. My presentation can be recorded and available post the conclusion of the 2023 MidWinter Meeting for 2 weeks or 14 days.

**Signature** Matheus Macedo-Lima

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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First Name	Last Name	Affiliation
Tejbeer *	Kaur *	Creighton University

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**Signature** tejbeer kaur

## Microaggressions, Allyship and Equitable Mentoring

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<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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**Presenter Diversity** Main Speaker to introduce the workshop topic will be either Dr. Sharon Milgram or Dr. Deborah Willis. Dr. Milgram has been contacted and is tentatively interested pending scheduling. The committee will contact Dr. Willis in the event that an alternate speaker is needed. Dr. Sharon Milgram is a member of the LGBTQIA+ community and the Director of the Office of Intramural Training and Education at the National Institutes of Health who leads a team that works diligently to bring increased diversity to NIH. Dr. Milgram's advocacy strives to make training experience meaningful, safe, and enjoyable for ALL trainees, regardless of gender, ethnicity, or sexual orientation.

Dr. Deborah Willis is an African American female, and a senior program lead of the DEI certificate program from University of Michigan. Dr. Willis' advocacy strives to provide people with tools they need to achieve individual success, with diversity, equity, and inclusion as guiding principles.

Other Workshop Participants or Co-chairs

Dr. Barzik grew up in Germany and is a female scientist working for the U.S. Department of Health and Human Services.

Dr. Matheus Macedo-Lima is a brown, Latino, Brazilian academic scientist, and a postdoctoral trainee at the University of Maryland

Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

Dr. Kalluri is a female of South Asian descent working as an academic scientist in a department of otolaryngology in Southern California.

Dr. Kaur is a South Asian female academic principal investigator at Creighton University.

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**Signature** tejbeer kaur

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

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\* Presenting Author

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Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik



# Microaggressions, Allyship and Equitable Mentoring

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<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

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<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Tejbeer *	Kaur *	Creighton University

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**Signature** tejbeer kaur

## Microaggressions, Allyship and Equitable Mentoring

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<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Dr. Deborah Willis is an African American female, and a senior program lead of the DEI certificate program from University of Michigan. Dr. Willis' advocacy strives to provide people with tools they need to achieve individual success, with diversity, equity, and inclusion as guiding principles.

Other Workshop Participants or Co-chairs

Dr. Barzik grew up in Germany and is a female scientist working for the U.S. Department of Health and Human Services.

Dr. Matheus Macedo-Lima is a brown, Latino, Brazilian academic scientist, and a postdoctoral trainee at the University of Maryland

Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

Dr. Kalluri is a female of South Asian descent working as an academic scientist in a department of otolaryngology in Southern California.

Dr. Kaur is a South Asian female academic principal investigator at Creighton University.

**In-Person Participation** I intend to participate in the MidWinter Meeting in-person for the entirety of the scheduled meeting.

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**Signature** tejbeer kaur

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

# Microaggressions, Allyship and Equitable Mentoring

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<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri



# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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Tejbeer *	Kaur *	Creighton University

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**Signature** tejbeer kaur

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<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
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Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

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**Signature** tejbeer kaur

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

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Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima



# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

**Enter all co-authors. You may search for any co-authors by using the search box. If you cannot find a co-author in this database, you may type them into the grid below. Please use the arrows to move authorship into the correct order. This is the order that will be printed in any program materials.**

\* Presenting Author

First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

**In-Person Participation** I intend to participate in the MidWinter Meeting in-person for the entirety of the scheduled meeting.

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**Signature** Radha Kalluri

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Tejbeer Kaur

**Affiliation** Creighton University

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

This 1.5 hour workshop will commence with a ~15-minute platform presentation by a Diversity & Minority Affairs Committee member on ARO demographics, followed by a ~30-minute platform presentation by either Dr. Sharon Milgram from the Office of Intramural Training and Education at the National Institutes of Health, or by Dr. Deborah Willis from the University of Michigan to introduce the topics. In the next 45 minutes, the presenters will facilitate discussions and guide group activities with 4 - 6 participants per group, making use of pedagogic approaches such as case studies and role-play. In summary, this workshop aims to raise awareness about the demographic imbalances in the ARO community, and to provide ARO members with tools for supporting and promoting diversity in their own work environments and organizations. In addition, the small group discussions aim to assist workshop attendants with tools for identifying and avoiding microaggressions, practicing powerful allyship, and becoming a more inclusive and equitable

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First Name	Last Name	Affiliation
Tejbeer *	Kaur *	Creighton University

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**Signature** tejbeer kaur

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Overall Workshop Description** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education – the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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**Presenter Diversity** Main Speaker to introduce the workshop topic will be either Dr. Sharon Milgram or Dr. Deborah Willis. Dr. Milgram has been contacted and is tentatively interested pending scheduling. The committee will contact Dr. Willis in the event that an alternate speaker is needed. Dr. Sharon Milgram is a member of the LGBTQIA+ community and the Director of the Office of Intramural Training and Education at the National Institutes of Health who leads a team that works diligently to bring increased diversity to NIH. Dr. Milgram's advocacy strives to make training experience meaningful, safe, and enjoyable for ALL trainees, regardless of gender, ethnicity, or sexual orientation.

Dr. Deborah Willis is an African American female, and a senior program lead of the DEI certificate program from University of Michigan. Dr. Willis' advocacy strives to provide people with tools they need to achieve individual success, with diversity, equity, and inclusion as guiding principles.

Other Workshop Participants or Co-chairs

Dr. Barzik grew up in Germany and is a female scientist working for the U.S. Department of Health and Human Services.

Dr. Matheus Macedo-Lima is a brown, Latino, Brazilian academic scientist, and a postdoctoral trainee at the University of Maryland

Dr. Peterson is a Professor of Biomedical Sciences at PCOM Georgia.

Dr. Kalluri is a female of South Asian descent working as an academic scientist in a department of otolaryngology in Southern California.

Dr. Kaur is a South Asian female academic principal investigator at Creighton University.

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**Signature** tejbeer kaur

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Melanie Barzik
<b>Affiliation</b>	National Institute on Deafness and Other Communication Disorders
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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mentor.

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\* Presenting Author

First Name	Last Name	Affiliation
Melanie *	Barzik *	National Institute on Deafness and Other Communication Disorders

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**Signature** Melanie Barzik

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Matheus Macedo-Lima
<b>Affiliation</b>	University of Maryland - College Park
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Matheus *	Macedo-Lima *	University of Maryland - College Park

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**Signature** Matheus Macedo-Lima

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Diana Peterson

**Affiliation** Philadelphia College of Osteopathic Medicine

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** The Association for Research in Otolaryngology (ARO) is committed to increasing diversity, equity, and inclusion in science by fostering a welcoming community that removes barriers and embraces diverse people, approaches, and ideas. Despite ongoing efforts, the ARO community is still largely non-diverse and overrepresented by Caucasian/white and male-identifying members. Thus, the first objective of this workshop is to provide participants with an overview of the demographics of the ARO community with the goal of identifying areas that could be targeted for action towards increasing diversity. Moreover, the lack of diversity in the ARO community could be representative of a known larger issue in higher education - the “leaky pipeline” problem, i.e., the progressive evasion of women and people from minority groups at each stage of the educational system. With this phenomenon in mind, the second objective of this workshop is to provide strategies to improve the experience of and support for underrepresented populations in our communities, such as how to recognize and avoid microaggressions, equitable mentoring, anti-racism and effective allyship.

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\* Presenting Author

First Name	Last Name	Affiliation
Diana *	Peterson *	Philadelphia College of Osteopathic Medicine

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**Signature** Diana Peterson

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Radha Kalluri

**Affiliation** University of Southern California

**Participant(s)** Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

### SUBMISSION DETAILS

**Individual Abstract** Diversity and Minority Affairs Workshop

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First Name	Last Name	Affiliation
Radha *	Kalluri *	University of Southern California

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**Signature** Radha Kalluri

# Microaggressions, Allyship and Equitable Mentoring

## Microaggressions, Allyship and Equitable Mentoring

<b>Submission ID</b>	3003160
<b>Submission Type</b>	Workshop
<b>Topic</b>	Other
<b>Status</b>	Submitted
<b>Submitter</b>	Tejbeer Kaur
<b>Affiliation</b>	Creighton University
<b>Participant(s)</b>	Tejbeer Kaur (Chair), Melanie Barzik (Participant), Matheus Macedo-Lima (Participant), Diana Peterson (Participant), Radha Kalluri (Participant), Tejbeer Kaur (Participant), Radha Kalluri (Co-chair), Melanie Barzik (Co-chair)

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**Signature** tejbeer kaur