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

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

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Signature  tejbeer kaur
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Signature Melanie Barzik
**Microaggressions, Allyship and Equitable Mentoring**

Microaggressions, Allyship and Equitable Mentoring

**Submission ID** 3003160

**Submission Type** Workshop

**Topic** Other

**Status** Submitted

**Submitter** Matheus Macedo-Lima

**Affiliation** University of Maryland - College Park

**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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Submission ID 3003160
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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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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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Status Submitted
Submitter Melanie Barzik
Affiliation National Institute on Deafness and Other Communication Disorders
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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**Submitter** Matheus Macedo-Lima

**Affiliation** University of Maryland - College Park

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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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**Signature** tejbeer kaur
Microaggressions, Allyship and Equitable Mentoring

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Melanie Barzik
Affiliation National Institute on Deafness and Other Communication Disorders
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** Melanie Barzik
Microaggressions, Allyship and Equitable Mentoring
Microaggressions, Allyship and Equitable Mentoring

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Matheus Macedo-Lima
Affiliation University of Maryland - College Park
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 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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SUBMISSION DETAILS

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Submission ID 3003160

Submission Type Workshop

Topic Other

Status Submitted

Submitter Melanie Barzik

Affiliation 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

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Matheus Macedo-Lima
Affiliation University of Maryland - College Park
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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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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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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Signature Radha Kalluri
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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Microaggressions, Allyship and Equitable Mentoring

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SUBMISSION DETAILS

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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

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Melanie Barzik
Affiliation National Institute on Deafness and Other Communication Disorders
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

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**Signature** Melanie Barzik
Microaggressions, Allyship and Equitable Mentoring

Microaggressions, Allyship and Equitable Mentoring

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Matheus Macedo-Lima
Affiliation University of Maryland - College Park
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 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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**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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**Signature** tejbeer kaur
Microaggressions, Allyship and Equitable Mentoring

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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**Other Workshop Participants or Co-chairs**
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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

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Melanie Barzik
Affiliation National Institute on Deafness and Other Communication Disorders
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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<td>Barzik *</td>
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Microaggressions, Allyship and Equitable Mentoring
Microaggressions, Allyship and Equitable Mentoring

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Matheus Macedo-Lima
Affiliation University of Maryland - College Park
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 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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**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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Signature  Radha Kalluri
Microaggressions, Allyship and Equitable Mentoring
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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** Melanie Barzik
Microaggressions, Allyship and Equitable Mentoring

Submission ID: 3003160  
Submission Type: Workshop  
Topic: Other  
Status: Submitted  
Submitter: Matheus Macedo-Lima  
Affiliation: University of Maryland - College Park  
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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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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**Signature**  Diana Peterson
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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Signature Radha Kalluri
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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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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**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

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Melanie Barzik
Affiliation National Institute on Deafness and Other Communication Disorders
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

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**Signature** Melanie Barzik
Microaggressions, Allyship and Equitable Mentoring

Submission ID 3003160
Submission Type Workshop
Topic Other
Status Submitted
Submitter Matheus Macedo-Lima
Affiliation University of Maryland - College Park
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** 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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