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2023 ACG IBD SCHOOL & SOUTHERN REGIONAL POSTGRADUATE COURSE
DECEMBER 1-3, 2023 | RENAISSANCE NASHVILLE HOTEL
NASHVILLE, TENNESSEE

Register online: meetings.gi.org
Participating in the Webinar

All attendees will be muted and will remain in “Listen Only Mode”

Type your questions here so that the moderator can see them. Not all questions will be answered but we will get to as many as possible.

A handout with the slides and room to take notes can be downloaded from your control panel.

Moderator:
Victor Chedid, MD

ACG Virtual Grand Rounds
Join us for upcoming Virtual Grand Rounds!

Week 38 – Thursday, September 21, 2023
AGA-ACG Clinical Practice Guideline: Pharmacological Management of Chronic Idiopathic Constipation
Faculty: Lin Chang, MD, FACP
Moderator: William D. Chey, MD, FACP
At Noon and 8pm Eastern

Week 39 – Thursday, September 28, 2023
Identification & Management of Hereditary Pancreatic Cancer Risk
Faculty: Bryson Katona, MD, PhD, CGAF, Beth Dudley Yurkovich, MS, MPH, CGC, CGAF
Moderator: Thomas Slavin Jr., MD, FACMG, DABCC, Veroushka Ballester, MD, MS
At Noon and 8pm Eastern

Visit gi.org/ACGVGR to Register
REGISTRATION IS OPEN!

REGISTER ONLINE: ACGMEETINGS.GI.ORG

VANCOUVER

ACG 2023
OCTOBER 20-25, 2023 | VANCOUVER, CANADA

ACG VIRTUAL GRAND ROUNDS: CAREER EDITION

Growing the Pipeline of LGBTQ+ in GI and Hepatology
WEDNESDAY, SEPTEMBER 20, 8:30-9:30 PM ET

Nikki Duong, MD
Faculty

Laura Targownik, MD
Faculty

Kira Newman, MD, PhD
Faculty

Victor Chedid, MD
Moderator

Register: gi.org/ACGVGR
Navigating the Fellowship Experience

*From the trainee lens*

Nikki Duong, MD
Clinical Assistant Professor of Medicine
Stanford University

@doctornikkid

Objectives

- Understand the unique challenges that LGBTQ+ trainees face
- Recognize the multiple factors that influence a trainees’ experience
- Gain an understanding of actionable steps to increase inclusivity of LGBTQ+ trainees
“Be the best gastroenterologist you can be... who is gay, but not the gay gastroenterologist”

PubMed Search:

“Internal Medicine” AND “training” AND “LGBT” 61 results

“Surgery” AND “training” AND “LGBT” 38 results

“Gastroenterology” AND “training” AND “LGBT” 0 results
Why this matters?

ACGME 2022 Gastroenterology Program Requirements:

“Programs, in partnership with their Sponsoring Institutions, must provide a professional, **equitable, respectful**, and civil environment that is **free from discrimination, sexual** and other forms of **harassment, mistreatment**, abuse, or coercion of students, fellows, faculty, and staff.”

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**7.2 Percent of U.S. Adults Identify as LGBT**

Share of American adults who identify as LGBT, by birth year

- Generation X (1965-1980)
- Baby boomers (1946-1964)
- Traditionalists (before 1946)

LGBT share of U.S. population in 2022: **7.2%**

Who identifies as LGBTQ?

- **5%** of graduating medical students (2019)
- **3.4%** of practicing physicians (2022)

**No data about GI trainees**
30% of LGBTQ+ students concealed their identity during training

2/3rds of SGM physicians have heard a disparaging remark at work

40% of physicians do not receive formal/adequate training in LGBT health

82% of 1st-year medical students had an implicit bias against gay/lesbian people
Specialty choice amongst sexual minority students (Psychiatry vs. Orthopedics)

Culture Recruitment Retention
Culture shift

**Departmental culture**
- Promotion of LGBTQ+ faculty
- Recruitment of LGBTQ+ faculty
- Visibility
- Allyship
- Welcoming social events

**Institutional culture**
- Human Rights Campaign Healthcare Equality Index
- Partnerships are critical
- Allow for training
- Out list
- Glossary for cultural transformation


Recruitment

- “Culture begins at the first click”
- Easily visible on homepage
- Mission statement
- Welcome message from GI Women’s committee
- Link to trainee resources within DOM

[Link to Duke GI Diversity Committee](https://medicine.duke.edu/education-training/fellowship-programs/gastroenterology-fellowship)

Our Commitment to Diversity and Inclusion in GI Training

A Welcome Message from the Duke GI Diversity Committee

The Duke GI Diversity Committee (DUDC) comprises fellows, faculty, and staff. The mission of this committee is to foster an environment that embraces and supports diversity of all types within the Duke Division of Gastroenterology.
Deliberate and intentional recruitment

- [https://www.tomforth.co.uk/genderbias/](https://www.tomforth.co.uk/genderbias/)
- Virtual town halls
- Recruitment literature displaying a welcoming culture
- Holistic review of applications
  - Mitigate implicit bias
  - Diverse selection committee
- Specific recruitment events for diverse applicants
- Encourage pronouns during zoom interview

A need for ERAS overhaul

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Recognizing microaggressions and eliminating them from the training environment

“That’s so gay”

“What does your wife do?”

“Are you so dramatic because you’re gay?”
What can I do as an ally?

- **Listen**
- **Be open-minded**
- **Stand up for your LGBTQ+ colleagues against discrimination**
- **Be willing to talk**
- **Be cognizant that your peers may represent the full spectrum of SGM**

Retention

How to increase the pipeline?

- **Mentorship**
- **Create a Housestaff council on DEI, Task Force**
- **Community organizations/Affinity groups (GLMA)**
- **Prioritize LGBTQ+ research**
- **Professional development courses**
- **Support from national societies**
  - Podcast, editorials, promotion to committees and society leadership, Grand Rounds, ACG Visiting Scholar in Equity, Diversity and Ethical Care
Top 5 tips to optimize the LGBTQ+ trainee experience

1. A culture of **inclusivity** starts well before you interact with the applicant

2. Ensure a **holistic** review of applications; encourage openness and invite, but do not demand self-disclosure

3. Zero tolerance policies; encourage **professional development**

4. Offer **mentorship**

5. **Promote** locally and nationally

Not a top-down approach, but a well-rounded, holistic, inclusive approach

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Laura Targownik, MD, MSHS, FRCPC
Division Director of Gastroenterology and Hepatology, University of Toronto
Assoc. Professor of Medicine

American College of Gastroenterology
Financial and Cognitive COIs

• Financial COIs
  • I have exchanged insights for money with:
    • Abbvie, Janssen, Takeda, Viatris, Amgen, Fresenius Kabi, Pfizer, Organon, Lilly, Bristol Myers Squibb
  • I have received grant support from:
    • Abbvie, Janssen,
  • I have received infrastructural support from:
    • Abbvie, Takeda, Pfizer, Amgen, Roche
  • I have served on authorship panels for:
    • Abbvie, Takeda, Pfizer, Bristol Myers Squibb
  • I am on the Scientific Advisory Board for
    • GoodCap Pharmaceuticals

• Cognitive COIs
  • I am a heteronormative, queer-allied trans woman, and very engaged in current discourse around gender and its role in society
  • My lived experience informs my interpretation of the evidence, and in how I weight
    • imperfections in the data
    • Absence of data
  • My lived experience informs my views on this talk
    • YMMV

American College of Gastroenterology
Who am I?

- Graduate of UCLA Fellowship in Digestive Diseases 2003
- First Career Award in 2006
- First CIHR Project Grant 2009
- Associate Professor in 2010
- Associate Director of IBD Program at 2012
- Head of GI at University of Manitoba in 2017
- Lead for DEI for Canadian Association of Gastroenterology 2019
- 200+ peer reviewed publications
- Over 2.5M of funding over career as investigator
- Member of Steering Committee for Rainbows in Gastroenterology
- Mother of 3, and soon-to-be Bubbie of 1

Who was I in 2000?

- 27 years old
- First year of GI Fellowship
- Recently married, and new parent
- Money in pocket from winning twice on Jeopardy
- Suffering from mentally crippling gender dysphoria
- Coming to accept who I was....
Well... Come to Canada???
WHAT TRANSITION TAUGHT ME THE IMPORTANCE OF PLANNING FOR SUCCESS

PRACTICAL ADVICE FOR SURVIVING THE WINTER
Where I am......

Where I want to be....

Where I was.....

Where I wanted to get to....

Where I am right now in medicine....

Where I want to be in healthcare

INDIVIDUALIZED DEVELOPMENT PLAN
**Setting Your Goals**

**Step 1a**

**Assessing Your Situation**

- Who am I? (self-reflection)
  - Core values
  - Personality attributes
    - Blessings and blemishes
  - Communication style
  - External presentation
  - Passions and Pitfalls

- What are my resources?
  - Human Resources
  - Capital Resources
  - Enablers and Barriers

**Step 1b**

**Setting Your Goals**

- What do I want to achieve?
  - Ultimate Goals
  - Proximate Goals
  - Setting Timelines

- What is my motivation?
  - Personal satisfaction
  - Solving a problem
  - Improving the landscape
  - Passion Alignment

---

**Step 2a**

**Improving Your Position**

**Self Improvement**

- Seeking mentorship relationships
- Identifying Coaches
  - Formal and informal
- Leadership courses

**Step 2b**

**Deconstructing Your Goals**

**What will I need to achieve**

- Specific
- Relevant
- Measurable
- Timely
- Attainable
- Matter to you

---

Virtual Grand Rounds
universe.gi.org

American College of Gastroenterology
Step 3

**EVALUATING PROGRESS**

**Re-flection**
- How have I grown?
- What am I still challenged by
- Am I on track?
- Were my goals too ambitious?
- Were my goals too modest?
- Where/Why did I get stuck?
- Have my passions changed?
- Has my situation changed?

**Re-Vision**
- Do I need to set new goals?
- Were my original goals not as SMART as I thought?
- How will I reality test?

**Re-Direction**
- Confirming your path vs. charting a new path
- Seeking opportunities for remediation
- Walking through open doors
Minority Stress Model

- Survey of 2,890 R2/R3 in 2016/17
  - 291 (10%) identified as SM

- SM Status
  - Higher rates of anxiety and depression
  - Effect mediated by sense of “not belonging”

Wang et al, LGBT Health Volume 7, Number 6, 2020
States Where DEI Legislation Has Been Introduced, Been Approved, or Failed

Hover over states for bill details.

- Red: On watch
- Dark Blue: Bills Introduced or Approved
- Light Blue: No Bills

*Note: States that are “on watch” have not formally introduced or proposed DEI bills as of April 2023, but have begun digging into the allocation of state funds on DEI programs at public institutions.

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2023 LEGISLATIVE SESSION

The ACLU is tracking 496 anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

View past legislative sessions.

Bills per state

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Virtual Grand Rounds

Step 1a

ASSESSING YOUR SITUATION

Who am I? (self-reflection)
- Core values
- Personality attributes
  - Blessings and blemishes
- Communication style
- External presentation
- Passions and Pitfalls

What are my resources?
- Human Resources
- Capital Resources
- Enablers and Barriers

Step 1b

SETTING YOUR GOALS

What do I want to achieve?
- Ultimate Goals
- Proximate Goals
- Setting Timelines

What is my motivation?
- Personal satisfaction
- Solving a problem
- Improving the landscape
- Passion Alignment
Growing the pipeline of LGBTQ+ in GIH: Navigating Research and Grants as a Physician Scientist

ACG Virtual Grand Rounds
September 20, 2023

Kira Newman, MD, PhD
Clinical Assistant Professor
University of Michigan
Disclosures

• Early career investigator
• Large academic institution
• US-born and US-educated MD/PhD grad
• Doctor for adults

Objectives

• Recognize challenges faced by LGBTQ+ trainees in STEM and Medicine

• Describe individual and institutional strategies to help navigate the physician-scientist pathway

• Identify grant opportunities for early-career LGBTQ+ physician-scientists in GI/Hep
Challenges for LGBTQ+ in STEM and Medicine

- LGBTQ+ STEM researchers:
  - Fewer career opportunities
  - Less resources
  - More social exclusion by colleagues
  - More harassment
  - More likely to leave STEM
- LGBTQ+ medical trainees:
  - More burnout
  - More discrimination
  - More depression/anxiety

LGBTQ+ Physician Scientists

- LGBTQ+ MD/PhD trainees:
  - Greater interest in academic careers, education, advocacy
  - More likely to report past lack of opportunities/funding
  - High value placed of the role of mentors in professional advancement
Navigating the System

General Guidance

• Role Models
• Mentors
• Sponsors

“You can’t be what you can’t see.”
Resources and Pitfalls

- Supportive environment
  - Nondisclosure of queer identity associated with lower publication rates in STEM
  - Need for institutions to be supportive
- Supportive mentorship
- Networks
  - Rainbows in Gastro
  - GI trainee and early career researcher groups
- Heteroprofessionalism and norms of impersonality
- Intersectionality


Grant Opportunities

- Society grants (ACG, AGA, ASGE, AASLD)
  - Career development
  - DEI-focused
  - Pilot projects
- NIH
  - NIDDK
  - NIMHD
  - NIH Sexual and Gender Minority Research Office
- Foundations
  - Doris Duke Foundation
  - Crohn’s and Colitis Foundation
  - Point Foundation
- Institutional/Internal

Image: Hokusai, The Great Wave Off Kanagawa
NIH URM definitions

- Underrepresented Populations in US research enterprise
  - Individuals from some racial/ethnic minority groups
  - Individuals with disabilities
  - Individuals from disadvantaged backgrounds (2 or more)
    - Homelessness
    - Foster care
    - Federal Free and Reduced Lunch Program
    - No parents/guardians with bachelor’s degree
    - Eligible for Federal Pell grants
    - Received WIC as parent or child
    - Grew up in US rural area or CMS-designated low-income and health professional shortage area
  - Women from above backgrounds

Summary

- LGBTQ+ physician-scientist trainees may face additional challenges
- Concealment, discrimination, and heteroprofessionalism sap resources
- Environment, mentorship, and network matter
- Many grant options are available, but most are not LGBTQ+-specific
Thank you!

kinewman@med.umich.edu
@kiranewmanMDPhD

Questions?

Dr. Kira Newman
Dr. Nikki Duong

Dr. Laura Targownik
Dr. Victor Chedid
Unexplained advantages

- White, able-bodied, heterosexual men in STEM have advantages not explained by:
  - Family responsibilities
  - Work attitudes
  - Job characteristics
  - Background
  - Human capital