Irvin H. Blank Forum

Building Team Science: Creating a Culture of Diversity and Inclusion

Wednesday, April 26, 2017  3:00 pm – 5:00 pm  Oregon Ballroom 201-202

3:00 pm  Welcome and Framing the Challenges

Barbara Gilchrest, MD

Barbara A. Gilchrest, M.D., received her undergraduate and medical training from the Massachusetts Institute of Technology (MIT) and Harvard Medical School (HMS) respectively. After a post-doctoral fellowship in the laboratory of Howard Green at MIT, in 1977 Dr. Gilchrest joined the Department of Dermatology and Division on Aging at the HMS. From 1985 until 2008, Dr. Gilchrest served as Professor and Chairman of Dermatology at the Boston University School of Medicine, where she directed a large laboratory and an NIH-sponsored post-doctoral research training program. In 2015 she joined the Department of Dermatology at the Massachusetts General Hospital and HMS. She has served in leadership positions for all the major dermatologic organizations; on the National Advisory Council on Aging and the Board of Scientific Counselors of the National Cancer Institute; the Editor of the Journal of Investigative Dermatology, as Associate Editor or editorial board member of several other major clinical and research journals; as a consultant or scientific advisory board member for pharmaceutical and biotechnology companies; and as a member of the MIT Corporation (1995-2005). Dr. Gilchrest is a Fellow of the American Association for the Advancement of Science, an elected member of the National Academy of Medicine, and a Charter member of the National Academy of Inventors.

3:10 pm  Susana Serrate-Sztein, MD

The NIAMS Perspective

Dr. Serrate-Sztein is responsible for the Division of Skin and Rheumatic Diseases at the National Institute of Arthritis and Musculoskeletal and Skin Diseases. She oversees a large portfolio of grants and contracts dealing with etiology, pathogenesis, diagnosis, treatment and prevention of skin and rheumatic diseases. Dr. Serrate-Sztein also directed the Common Fund Initiative on Patient Reported Outcomes Measurement Information Systems (PROMIS) and the National Institutes of Health (NIH) component of the ongoing private public partnership Accelerating Medicines Partnership (AMP) in rheumatoid arthritis and lupus. Between 1990 and 1993, Dr. Serrate-Sztein was Chief, Autoimmunity Section, Division of Allergy Immunology and Transplantation, National Institute of Allergy and Infectious Diseases where she managed a scientific portfolio dealing with basic and translational research on immune mediated diseases. Before joining the NIH, Dr. Serrate-Sztein was Assistant Professor, Department of Pathology, Uniformed Services University of the Health Sciences, in Bethesda Maryland where she worked on cytokine regulation of cell mediated immune responses. She received postdoctoral training at the laboratory of Immunodiagnosis, National Cancer Institute where she worked on natural killer cell activity against breast tumors in mice. Her clinical training is on anatomic and clinical pathology. Dr. Serrate-Sztein is a graduate of Buenos Aires University School of Medicine.

3:20 pm  Kimberly Kahn, PhD

Understanding and Counteracting Implicit Bias

Dr. Kimberly Barsamian Kahn is an Assistant Professor of Social Psychology at Portland State University. She received her PhD in Social Psychology from the University of California, Los Angeles. Dr. Kahn’s research addresses contemporary forms of implicit bias and subtle prejudice. Her work moves beyond studying broad categorical distinctions between groups to provide a more nuanced and fine-grained analysis of modern prejudice, stereotyping, and discrimination. Using experimental social psychological methods with diverse samples, her work addresses the psychological effects of subtle bias from multiple perspectives: the perceivers’ perspectives, the targets’ perspectives, and the social context.

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3:40 pm    Brian Gibbs, PhD/MPA

*Diversity in Research: Challenges & Opportunities*

Dr. Brian Gibbs serves as Vice President for Equity and Inclusion at Oregon Health & Science University (OHSU). In this position he serves as the chief diversity officer for the University, overseeing the Center for Diversity & Inclusion (CDI) and is responsible for diversity initiatives within the clinical, educational, and research missions.

4:00 pm    Charlene E. Le Fauve, PhD

*Enhancing Diversity in the Scientific Workforce: An Opportunity and Imperative for Excellence*

Charlene E. Le Fauve, PhD, became the first Senior Advisor to the National Institutes of Health (NIH) Chief Officer for Scientific Workforce Diversity (COSWD) in December 2016. In this role, Dr. Le Fauve supports Dr. Hannah Valantine who serves as the NIH COSWD as she leads NIH's effort to diversify the biomedical research workforce by developing a vision and comprehensive strategy to expand recruitment and retention, and promote inclusiveness and equity throughout the biomedical research enterprise. Dr. Le Fauve came to COSWD from the National Institute of Mental Health (NIMH) where she served as Deputy Director of the Office for Research on Disparities & Global Mental Health. Prior to joining NIMH, she was a Senior Policy Coordinator at the Department of Health and Human Services and also served as Branch Chief for the Co-occurring and Homeless Activities Branch at the Substance Abuse and Mental Health Services Administration, Division of State and Community Assistance. Before entering federal service, she served as an Assistant Professor of Human Genetics and Psychiatry at the Medical College of Virginia (MCV), Virginia Commonwealth University (VCU), with an adjunct position in the Department of Community Health and Preventive Medicine. Dr. Le Fauve studied clinical psychology and behavioral medicine at the University of Georgia after completing her undergraduate education at Howard University.

4:20 pm    Caroline Simard, PhD

*Creating Inclusive Workplaces: See Bias, Block Bias*

Caroline Simard is passionate about building better workplaces through evidence-based solutions. As Senior Director of Research at Stanford’s Center for Advancement of Women’s Leadership in the Clayman Institute of Gender Research, she is responsible for leading research designed to build more effective and inclusive organizations. Previously, she was Associate Director of Diversity and Leadership at the Stanford School of Medicine, where she implemented innovative models for increasing work-life integration to increase faculty satisfaction and retention. Prior to joining Stanford University, Caroline was Vice President of Research and Executive Programs at the Anita Borg Institute (ABI) for Women and Technology, where she led the creation and dissemination of research-based solutions to further gender diversity in scientific and technical careers, working with leading technology companies and academic institutions. Prior to ABI, Simard was a Researcher at the Center for Social Innovation of the Stanford Graduate School of Business and an Associate Director of Executive Programs. Caroline holds a PhD from Stanford University and a Masters from Rutgers University. Her publications have focused on technical human and social capital, solutions to recruit, retain, and advance women in technology, underrepresented minority talent in STEM, the diffusion of best practices, open innovation, and social networks.

4:40 pm    Closing Remarks

Barbara Gilchrest, MD and Susana Serrate-Sztein, MD