

**Policies, Practices, and Systems  
to Retain and Advance Black People in SEM:  
Keeping the Fire Burning  
November 21-22, 2024**



[CLICK HERE TO REGISTER](#)

**THURSDAY, NOVEMBER 21, 2024 (EDT)**

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**10:00–10:15 Welcome and Opening Remarks**

- Cato T. Laurencin, MD, PhD [NAS/NAE/NAM] – *Chair of the Roundtable on Black Men and Black Women in Science, Engineering, and Medicine*
- William McDade, MD, PhD – *Accreditation Council for Graduate Medical Education*
- Joan Reede, MD, MS, MPH, MBA [NAM] – *Harvard Medical School*

**10:15–11:15 The Retention vs. Advancement Paradigm**

Moderator: Joan Reede, MD, MS, MPH, MBA [NAM] – *Harvard Medical School*

Panelists:

- Kendall Campbell, MD, FAAFP [NAM] – *University of Texas Medical Branch (UTMB)*
- William McDade, MD, PhD – *Accreditation Council for Graduate Medical Education*
- Keith Harmon – *Meyerhoff Scholars Program, University of Maryland, Baltimore County (UMBC)*

**11:15–11:25 Break**

**11:25–12:25 Institutional Bias and the Learning Environment**

Moderator: William McDade, MD, PhD – *Accreditation Council for Graduate Medical Education*

Panelists:

- Sherylnn Black, PhD – *Duke University*
- Cedric Bright, MD – *Brody School of Medicine at East Carolina University*
- Christiane Spitzmueller, PhD – *University of California, Merced*

**12:24–1:15 Lunch break**

**1:15–2:15 Allostatic Load and Microaggressions: The Impact of Daily Stress**

Moderator: Cedric Bright, MD – *Brody School of Medicine at East Carolina University*

Panelists:

- Jean King, PhD – *Worcester Polytechnic Institute*
- Joan Reede, MD, MS, MPH, MBA [NAM] – *Harvard Medical School*
- Richard Lamb, PhD – *University of Georgia*
- Douglas L. Hoston, Jr., PhD – *Buffalo State University*

- Ana Núñez, MD, FACP – *University of Minnesota Medical School*

**2:15–2:25**      **Break**

**2:25–3:25**      **Retention and Progression in Medical Residencies**

Moderator: Jean King, PhD – *Worcester Polytechnic Institute*

Panelists:

- William McDade, MD, PhD – *Accreditation Council for Graduate Medical Education*
- Julie Ann Sosa, MD – *University of California, San Francisco*
- Aimee Gardner, PhD – *University of Colorado Anschutz Medical Campus*

**3:25-3:30**      **Closing Remarks for Day 1**

**END OF DAY 1**

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## **FRIDAY, NOVEMBER 22, 2024 (EDT)**

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**12:00–12:15**      **Day 2 Welcome**

**12:15–1:15**      **Institutional Best Practices for Retention and Advancement**

Moderator: Joan Reede, MD, MS, MPH, MBA [NAM] – *Harvard Medical School*

Panelists:

- Anne M. Etgen, PhD – *Albert Einstein College of Medicine, Scholarships to Enhance and Empower Diversity (SEED) Committee; American Psychological Association*
- Denise R. Simmons, PhD, PE, F.ASEE, PMP, LEED-AP – *Denise R. Simmons Consulting*
- Maria L. Soto-Greene, MD, MS-HPED, FACP – *Rutgers New Jersey Medical School*
- Leonard Taylor, PhD – *Indiana University Bloomington*

**1:15–1:25**      **Break**

**1:25–2:25**      **Faculty and Trainee Voices: Navigating Expectations and Bias**

Moderator: Cedric Bright, MD – *Brody School of Medicine at East Carolina University*

Panelists:

- Valencia P. Walker, MD, MPH, FAAP – *Geisinger College of Health Sciences; Birthing the Magic Collaborative*
- Heather K. Beasley, PhD, MS – *Vanderbilt University*
- Johnna Frierson, PhD – *Duke School of Medicine*

**2:25–2:35**      **Break**

**2:35–3:35**      **Addressing Legal and Systemic Barriers**

Moderator: William McDade, MD, PhD – *Accreditation Council for Graduate Medical Education*

Panelists:

- Sidney S. Welch, Esq., MPH – *Bradley Arant*
- Kevin R. Johnson, Esq. – *UC Davis School of Law*
- William Carter, Jr., Esq. – *University of Pittsburgh School of Law*

**3:35–3:45**      **Workshop Closing and Next Steps**

**WORKSHOP ADJOURNS**