Leadership Exposure for the Advancement of Gender & Underrepresented Minority Equity in Surgery (LEAGUES)

The LEAGUES Fellowship Team
Jessica & Keli Santos-Parker, PhD; Juan Caceres, BS; Gracia Vargas, BA; Valeria Valbuena, MD
Valeria Valbuena, MD

Gifty Kwakye, MD

Juan Caceres, BS

Keli Santos-Parker, PhD

Jessica Santos-Parker, PhD

Gracia Vargas, BS
Patient care involving women and underrepresented in medicine (UIM) physicians has been associated with improved outcomes in many arenas:

However, underrepresentation of women and minorities has increased in nearly every medical specialty over the last two decades, in spite of efforts to increase diversity within departments and institutions across the U.S.

Women and minorities are especially under-represented in academic surgery. These disparities increase at every step of the academic surgery hierarchy.
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The Leaky Pipeline: Women and racial & ethnic minorities face significant barriers to success along every step of the training pipeline.

- Disadvantaged Background
- Limited Resources
- Systemic Racism
- Lack of Mentorship
- Biased Metrics
Our Purpose

We developed the LEAGUES Fellowship as a novel surgical pipeline program that aims **to develop future surgeon leaders invested in diversity, equity, and inclusion** for patients, students, and professionals in academic surgery. Our program aims to accomplish this through:

- Mentorship
- Academic & Research Opportunities
- Clinical Experience
Our Design

- 4 week fellowship program
Eligibility

- Rising 2nd yr medical students enrolled in US medical schools

Online Application

- Demographics
- 3 Short-Response Questions
- 2 Letters of Recommendation
The LEAGUES Scholars

Priscila Cevallos
Geisel School of Medicine, Dartmouth

Robert Olmeda Barrientos
University of California, Riverside

Gabriel O. Ramirez Rivera
San Juan Bautista School of Medicine
CORONAVIRUS (COVID-19) UPDATE

As the coronavirus pandemic continues to affect clinical activities and research opportunities across the country, the LEAGUES leadership team want to thank you for your continued interest in our program. The 2020 inaugural class of LEAGUES scholars will be participating in a virtual summer experience that will encompass the research, scholarship, and advocacy components of our original in-person program. We will be providing updates for the details on the 2021 application cycle and whether we will be offering a virtual or in-person program next year over the coming months.
LEAGUES Virtual Planning

- 4 week virtual program
- Provided stipend
Incoming Fellow Interviews

- **Strong interests** in surgery, working with minority patients, & improving representation in academic medicine
- **Little to no previous experience** in surgery research & mentorship
- **Lack of confidence** in research skills
- **Apprehension** about surgical culture, potential for burnout, & networking
Seminars & Workshops

2020 Lecture Schedule:

- **7/6/20:** How to Be Productive: Transforming Your Interests Into Impact with Dr. Ryan Howard
- **7/7/20:** Posters and Presentations with Jessica Santos-Parker
- **7/8/20:** Meet the Specialist with Dr. Seth Waits (Transplant Surgery)
- **7/9/20:** Basic and Translational Research 101 with Dr. Brooke Bredbeck
- **7/14/20:** Peer Mentorship/Leading at Every Stage with the LEAGUES Team
- **7/16/20:** Why Academic Surgery with Dr. Justin Dimick
- **7/16/20:** Meet the Specialist with Dr. Christina Angeles (Surgical Oncology)
- **7/20/20:** How to Write a Paper in 10 steps/Visual Abstracts with Dr. Andrew Ibrahim
- **7/21/20:** Global Surgery Partnerships - Rwanda with Dr. John Scott
- **7/23/20:** Trainee Level Advocacy & Policy with Maria Santos
- **7/27/20:** Global Surgery Partnerships - Ghana with Dr. Gifty Kwakye
- **7/28/20:** Using Social Media for Professional Networking with Dr. Valeria Valbuena
- **7/29/20:** Meet the Specialist with Dr. Brian George (Trauma Critical Care)

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LEAGUES Scholars

Translating your passion into action is a daunting task, but one that can be done with joy and purpose.

Nobody better at telling this story than our LEAGUES faculty lead and educator without borders @Gifty_Kwakye_MD!

Click below for inspiration 🎧
youtube.com/watch?v=8mrdXI...
LEAGUES Scholars
@MichiganLEAGUES

Attention #MedTwitter

LEAGUES is committed to the success of all students affected by the widespread cancellation of summer opportunities. We will be sharing our virtual lecture series and all recordings will be open access!

Follow us for updates and share with your friends!

SAVE THE DATES!

7/6 Organizing your project, how to read a scientific paper & how to be a good mentor/mentee with Dr. Ryan Howard
7/7 Posters and presentations with Jessica Santos-Parker
7/8 Meet the Specialist with Dr. Seth Waits (Transplant Surgery)
7/8 Basic and Translational Research 101 with Dr. Brooke Bredbeck
7/14 Peer mentorship/reading at every stage with the LEAGUES Team
7/18 Why Academic Surgery with Dr. Justin B. Dimick

LEAGUES Lecture Series
6 videos • 137 views • Updated 2 days ago

@MichiganLEAGUES
Virtual Skills Sessions

LEAGUES Scholars
@MichiganLEAGUES

LIVE from our first virtual skills session with our @UMichSCRUBS leaders teaching some beginner surgical skills. It took some cardboard, cellphones, shoestrings and imagination but we are getting it done!

Priscia Cevallos
@PPL_Cevallos

Practicing my two handed square knot just like @JSantosParker & @MichiganLEAGUES taught me (hopefully)!!
Building Community Virtually
[Now] I know a little bit of almost **every step** of the [research] process... I have more **confidence**, and I can approach someone in the future and actually tell them **the specific skills** I [have]
"I didn't realize how many people do health services & disparities research [in surgery]... you should do what you care about & not so much what you think you need to do "
The Impact on Fellows: Surgical Culture

“I think maybe before I wasn't that excited about the idea of doing academic surgery, but having seen & interacted with everyone this past month - So collaborative, so energetic, they really care about their students, residents, fellows & people are so happy to talk to you ... That's been really impactful and will certainly drive the quality & the types of things I look for in programs.”
The Impact on Fellows: Paying It Forward

Creating a lineage of mentors

“I feel super lucky to have the [LEAGUES] mentors... who are just so excited to [help] in any way that they can. It makes me really want to do the same for others”
The Impact on Us

Preface

Pipeline programs [and Medicine] are [is] bi-directional

We are all lifelong learners
The Impact on us: Past, Present, and Future

Reflection, Reflection, Reflection

Past experiences, present skills, future aspirations

Limitations AND strengths

Awareness of our environment...what is possible?

...how far can we go?
The Impact on us: Mostly Present

Leadership...
Mentorship...
Teaching...
Teamwork... in a digital age

Lectures

Relationships

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Looking to the Future

Virtual vs. In-Person

Sustainability and Accountability

Long-Term Mentorship
Conclusions

The LEAGUES Fellowship provides **Access:**

Mentorship, Research, Community

The LEAGUES Fellowship **Empowers** underrepresented students to become **Leaders** in Academic Surgery.
Thank You!

Valeria Valbuena, MD
Gifty Kwakye, MD
Juan Caceres, BS
Keli Santos-Parker, PhD
Jessica Santos-Parker, PhD
Gracia Vargas, BS

@MichiganLEAGUES