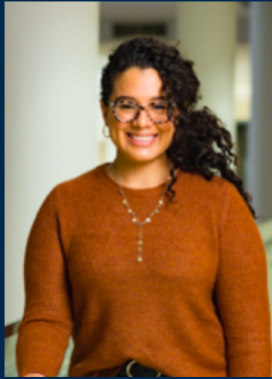


Leadership Exposure for the Advancement of Gender & Underrepresented Minority Equity in Surgery (LEAGUES)

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



Background

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



Patient
Satisfaction



Patient
Outcomes



Access to
Gold-Standard
Medical Care



Use of Needed
Health
Services



Medical
Education

Saha et al. Arch Intern Med. 1999.
Reede. Health Affairs. 2003.
Brown et al. Ethn Dis. 2008.
LaVeist et al. Publ Health Rep. 2014.

Background

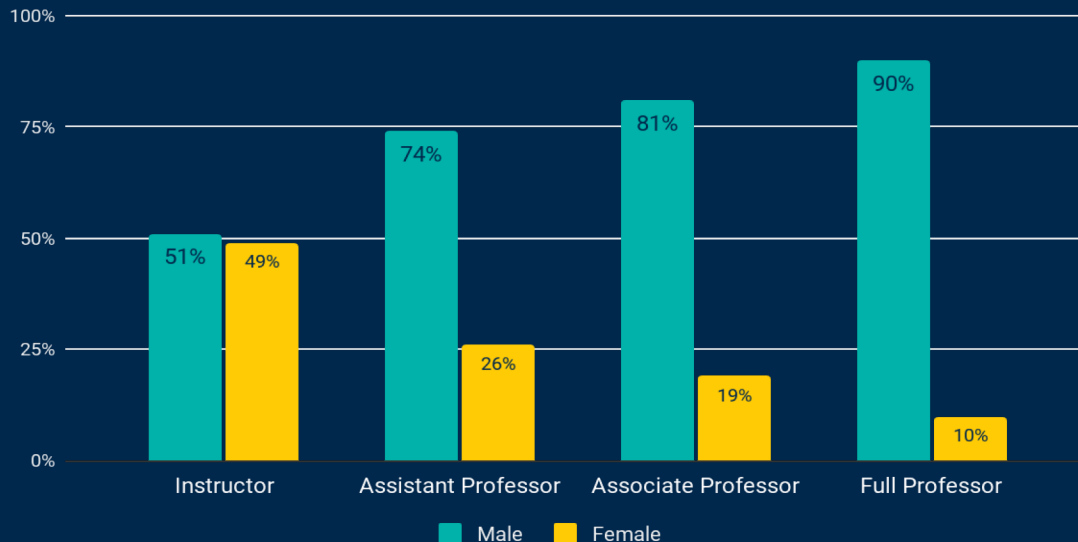
However, **underrepresentation** of women and minorities **has increased** in nearly every medical specialty over the last two decades, **in spite of efforts to increase diversity** within departments and institutions across the U.S.



Background

Women and minorities are especially under-represented in academic surgery.
These disparities increase at every step of the academic surgery hierarchy.

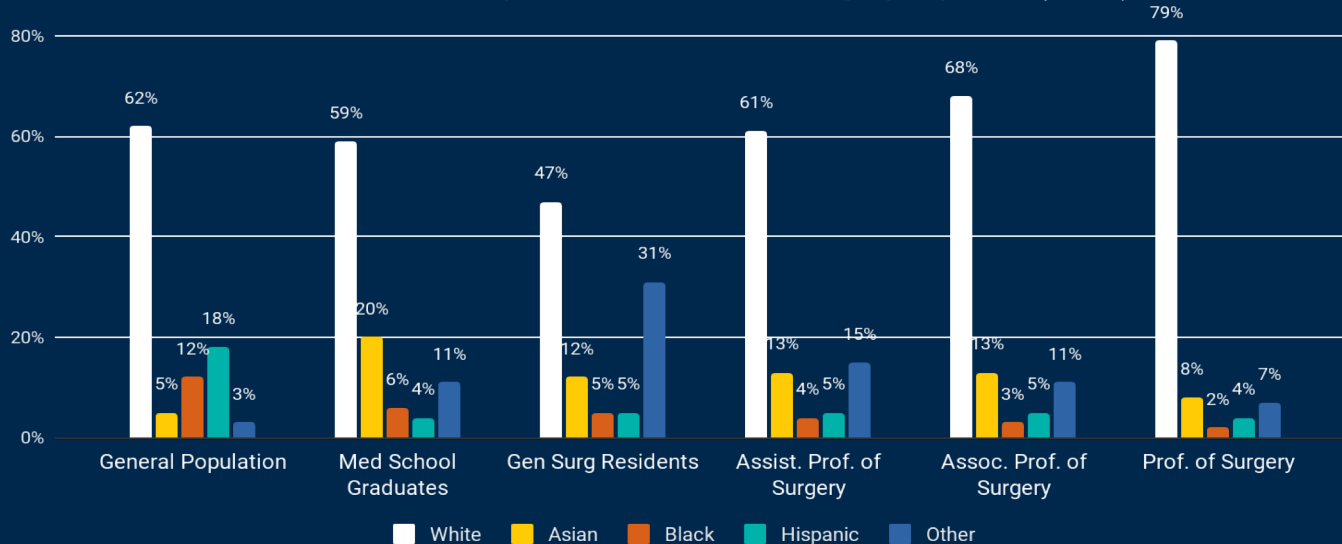
Gender Representation in the Surgery Pipeline (2016)



Background

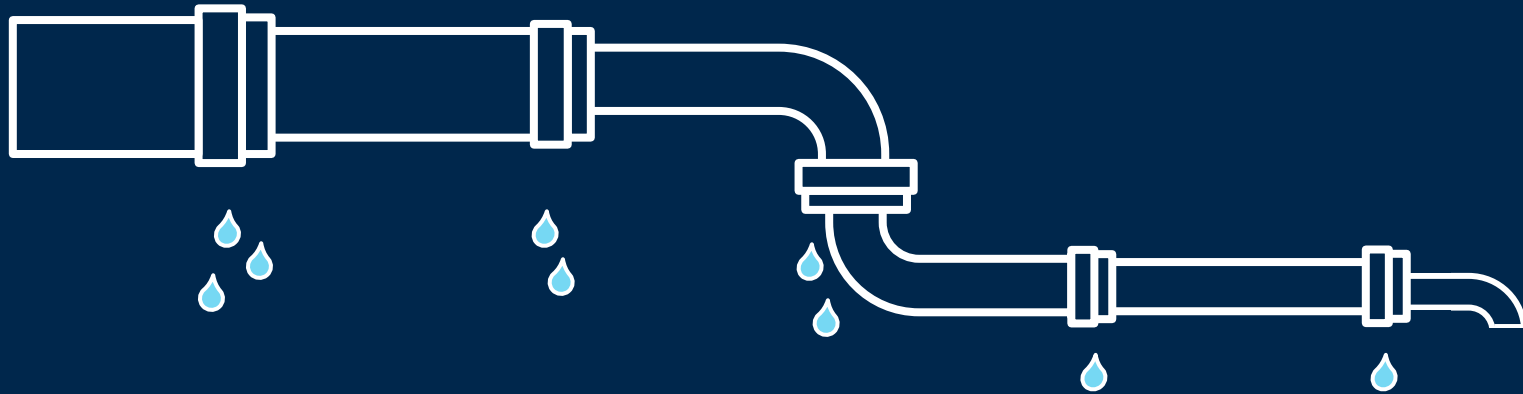
Women and minorities are especially under-represented in academic surgery.
These disparities increase at every step of the academic surgery hierarchy.

Racial & Ethnic Representation in the Surgery Pipeline (2016)



Background

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



Recruitment



Advertisement

Pinned Tweet
Valeria Valbuena, MD @v_valbuen · Jan 31
🔥 Our new @UMichSurgery pipeline program is going live this summer!

★ LEAGUES was designed to provide an immersive experience into procedural specialties, HSR, and trainee level advocacy for pre-clinical medical students.

We cannot wait to welcome you to Ann Arbor!



CALL FOR APPLICATIONS

Leadership Exposure for the Advancement of Gender and Underrepresented Minority Equity in Surgery

Summer experience to foster the development of future surgeons through exposure and mentorship within a large academic surgery center.

- Advancement of women and underrepresented minority clinicians with early introduction to procedural specialties
- Surgical research with a focus on healthcare outcomes and policy
- Trainee level advocacy for the medical rights of marginalized communities

APPLICATION DEADLINE MARCH 31, 2020

Michigan Surgery and 9 others

4 56 127

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



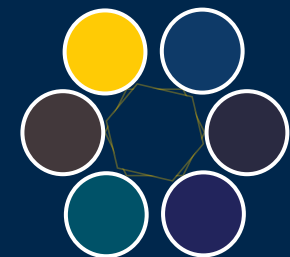
Converting to Virtual



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



	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
EST					1	2	3
2:00 PM				Welcome Address (Val) https://umich-health.zoom.us/j/962942126921 Password: 962895	Grand Rounds/D&C 7 AM EST https://umich-health.zoom.us/j/99924131531?pwd=cTg0RkF0a0EjZjZkQlRlTXNEZlRjYjVlUT09 Password: 806227		
3:00 PM				Orientation Day 1	Orientation Day 2	Mentor meetings debrief 4-5pm	
4:00 PM				Mentor Meeting with Dr. Englesbe 4-430 PM https://umich-health.zoom.us/j/93019240243?pwd=NHxzXNNhZ2ZwckJWZm0wVFR01BUl09 Password: 289795	Guide to Mentor Meetings Password: 838143		
5:00 PM							
6:00 PM						Happy hour 5-6pm	
EST	5		6	7	8	9	10
7:00 AM						Grand Rounds/D&C 7 AM EST (Link to meeting will be sent every Wednesday night)	Optional: CHOP Noon Seminar 12-1PM https://umich.zoom.us/j/93653253179 Password: CHOP
				Lab Meeting: Transplant Research, Education, and Engagement (TREE) 9-10 AM https://bluejeans.com/928349546?src=calendar_link Meeting ID: 928349546	Lab Meeting: Transplant Research, Education, and Engagement (TREE) 9-10 AM https://umich-health.zoom.us/j/99924131531?pwd=cTg0RkF0a0EjZjZkQlRlTXNEZlRjYjVlUT09 Password: 806227	Mentor Meeting with Dr. Englesbe 1-130 PM https://umich-health.zoom.us/j/96218713363?pwd=bTVlSjNlc2hSRkxlbkxVbW9iYVp0Vj09 Password: 771049	
				Val/Jess/Robert Meeting 1-2 PM https://umich-health.zoom.us/j/97490066484?pwd=WXkyVnBjUjZs3zU2BUZnFkQmZlQlRk09 Password: 965600			
4:00 PM	Lecture: Organizing your project, how to read a scientific paper & how to be a good mentor/mentee (Ryan Howard) CONFIRMED 4-5pm https://umich-health.zoom.us/j/978291533421 Password: 965401		Lecture: Posters and presentations (LEAGUES leadership-Jessica Santos) CONFIRMED 4-5pm	Meet the Specialist: Seth Waits CONFIRMED 4-5pm	Lecture: Basic and Translational Research 101 with Dr. Brooke Bredbeck CONFIRMED 5-6pm		
				https://umich-health.zoom.us/j/90921017337 Password: 40885	https://umich-health.zoom.us/j/9317054656332 Password: 615647		
5:00 PM	Workshop 5-6 PM		Workshop 5-6 PM			Medical Students Happy Hour SCHEDULED 5-6pm https://umich-health.zoom.us/j/965027937817 Password: 845363	
6:00 PM							
EST	12		13	14	15	16	17
				Lab Meeting: Transplant	Grand Rounds/D&C 7 AM EST	Mentor Meeting with Dr.	

- 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](#)
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- **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)

 LEAGUES Scholars
@MichiganLEAGUES

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=8mrdXl...

Gifty Kwakye MD

Dr. Kwakye is a Clinical Assistant Professor for Surgery in the Division of Colorectal Surgery. She graduated from Yale University with a BSc degree in both Biology and Psychology. She received her medical degree from Yale University in 2010 and holds a Masters in Public Health from Johns Hopkins. She completed her general surgery residency at the Brigham and Women's Hospital/Harvard Medical School in 2017 and colorectal surgery fellowship at the University of Minnesota in 2019. Dr. Kwakye joined the faculty at the University of Michigan in 2018. Her clinical expertise is in the treatment of colon and rectal oncology, inflammatory bowel disease, anorectal disorders and utilizing minimally invasive approaches to colorectal disease. Her particular interests are in the management of pelvic floor disorders including rectal prolapse and fecal incontinence.





Medical Student Lecture Series

Global Surgery Partnerships - Ghana

A Virtual Program




 **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!

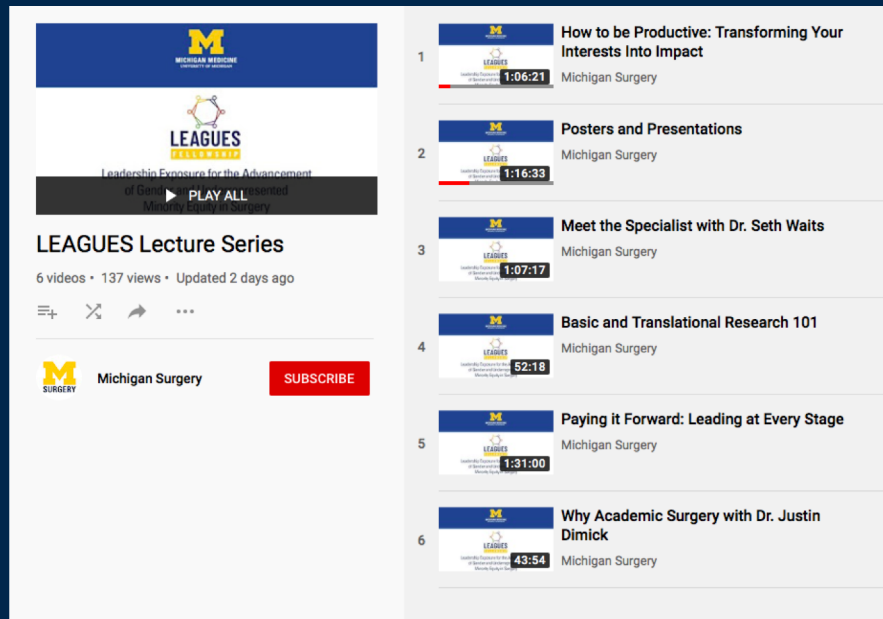
Follow us for updates and share with your friends!



**2020 Medical Student
Lecture Series**

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)
- 7/9 Basic and Translational Research 101 with Dr. Brooke Bredbeck
- 7/14 Peer mentorship/leading at every stage with the LEAGUES Team
- 7/16 Why Academic Surgery with Dr. Justin B. Dimick



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

Michigan Surgery **SUBSCRIBE**

- 1 **How to be Productive: Transforming Your Interests Into Impact**
Michigan Surgery 1:06:21
- 2 **Posters and Presentations**
Michigan Surgery 1:16:33
- 3 **Meet the Specialist with Dr. Seth Waits**
Michigan Surgery 1:07:17
- 4 **Basic and Translational Research 101**
Michigan Surgery 52:18
- 5 **Paying it Forward: Leading at Every Stage**
Michigan Surgery 1:31:00
- 6 **Why Academic Surgery with Dr. Justin Dimick**
Michigan Surgery 43:54



@MichiganLEAGUES



Virtual Research



Lesly Dossett, MD

Cancer Patient
Education



Jennifer Waljee, MD

Gender-Affirming
Surgery



Michael Englesbe, MD

Transplant Surgery
Education



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!



4:59 PM · Jul 13, 2020 · Twitter for iPhone

3 Retweets 2 Quote Tweets 28 Likes

Priscila Cevallos
@PrL_Cevallos

Practicing my two handed square knot just like @JSantosParker & @MichiganLEAGUES taught me (hopefully*)!!



Building Community Virtually



Robert Olmeda Barrientos



Valeria Valbuena



Jessica & Keli Santos-Parker



Gabriel Ramirez



Gracia Maria Vargas



Priscila Cevallos



Virtual Research:

— ‘Presentations, Abstracts & Papers Oh My!’



Providing Equitable Access: Language and Literacy Levels of Kidney Transplant Websites

Robert Olmeda Barrientos, BA
Michael Englesbe, MD; Valeria Valbuena, MD;
Jessica Santos-Parker, PhD



Information Is Power: Evaluating Language Translation of Patient-Facing Content on Cancer Center Websites

Priscila Cevallos BS, Alison Baskin BA, Lesly Dossett MD, MPH

July 31, 2020



LEAGUES Scholars Retweeted



Gabriel Ramirez Rivera, MLS @Gabe_RR_ · Aug 1

Why must all great things come to an end? I want to thank @MichiganLEAGUES for this amazing opportunity. Thanks @v_valbuen, @JSantosParker, @KSantosParker, @Gracia_Maria_, and @caceres797 for being great mentors and great human beings! A preview of this summer's final result ❤️:



3

3

10



The Impact on Fellows: Research

“ [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] ”



The Impact on Fellows: Pursue Your Passion



“ 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 ”

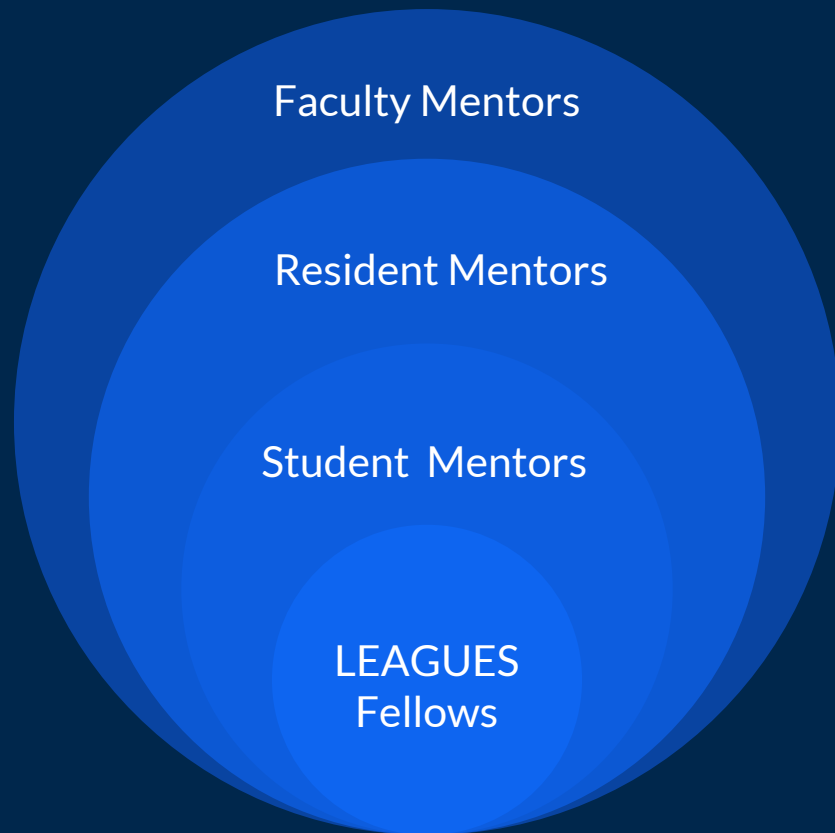


The Impact on Us

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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LEAGUES
FELLOWSHIP

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



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