Power Balances & Challenges of EDI in a Mentorship Program & Individual Relationships

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Disclosures: May Cohen Equity, Diversity, and Gender Award – Association of Faculties of Medicine of Canada (2020)
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Objectives

- Equity, Diversity & Inclusion (EDI)
- EDI in teams
- EDI in mentoring programs
- EDI in individual relationships
- Experience, Company & Results
Figure 1. Equality versus equity

I'm possible
EDI in teams

▪ Lack of EDI in academic disciplines, professional societies and editorial boards of journals. People aren’t diverse, but teams and organizations must be.

▪ Diversity is a relational concept. It shows up in the composition of teams and organizations, and it is measured based on a collective whole.

▪ While a person is not “diverse,” they bring a diverse range of experiences to teams, organization, and ecosystem.
Normal is an illusion. What is normal for the spider is chaos for the fly.
EDI in Mentoring Programs

- Barriers to promotion for URM include debt burden, reduced research time, negotiation difficulties, hostile workplace, racial prejudice, lack of mentors, challenges in forming meaningful relationships.

- Lack of research resources and institutional support, lack of same-sex mentors in leadership roles, and gender discrimination.

- Minority Tax also contributes to ongoing underrepresentation.
EDI in Mentoring Programs
Moral case asserts that each person has value to contribute and that we must address barriers that have led to marginalized populations.

Economic case is based on the fact that organizations that tap into diverse talent pools are stronger and more efficient. Discrimination creates economic inefficiency.

Market case states that organizations will better serve their customers if they reflect the diversity of their market base.

Results case is that diverse teams lead to better outputs.
EDI in individual relationships

A diamond is just a piece of charcoal that handled stress exceptionally well.
Experience

Wouldn't it be easier if you left that behind.
Company

- Super Heroes
- Super Villains
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