

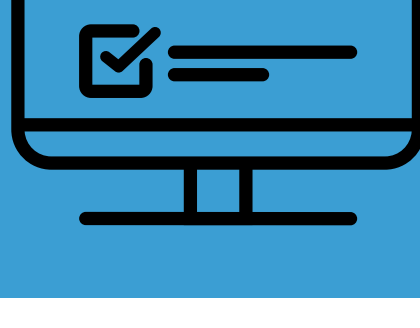
Hello McKay!

We hope you all had a very refreshing and relaxing holiday break! As we move into 2023, the DEI committee has some critical announcements this month, including your opportunity to fill out our yearly survey. Let's get Google forming!

McKay Yearly Survey

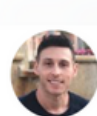
Response due 1/31/2023

Your anonymous feedback has real ability to affect change in McKay. In addition to helping the DEI committee develop programming and initiatives for 2023, survey results are directly reviewed by our department faculty and decision makers. Make sure you have your voice heard by the end of the month!



Sign the letter

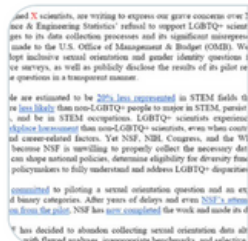
To support the collection of sexual orientation and gender identity data in the NSF's national workforce surveys



Jon Freeman
@freemanjb

SIGN-ON: NSF is refusing to move forward with collecting LGBTQ+ data on its national STEM workforce surveys to ensure the equity of LGBTQ+ scientists. It has made its final decision.

Please sign this open letter to the NSF Director and share widely!



docs.google.com

Open Letter to NSF Director about Refusal to Collect LGBT...

Open Letter to the NSF Director Requesting the Immediate Inclusion of Sexual Orientation and Gender Identity Data to...

6:19 PM · Jan 5, 2023 · 210.8K Views

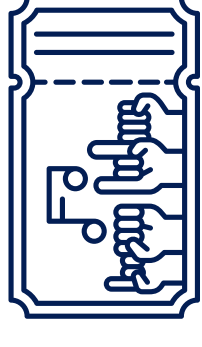
466 Retweets 50 Quote Tweets 702 Likes

"LGBTQ+ people are estimated to be 20% less represented in STEM fields than statistically expected, and are less likely than non-LGBTQ+ people to major in STEM, persist in STEM, earn STEM degrees, and be in STEM occupations. LGBTQ+ scientists experience more career barriers and workplace harassment than non-LGBTQ+ scientists, even when controlling for other demographic and career-related factors. Yet NSF, NIH, Congress, and the White House are helpless to act because NSF is unwilling to properly collect the necessary data. Only NSF's workforce data can shape national policies, determine eligibility for diversity funding, and allow researchers and policymakers to fully understand and address LGBTQ+ disparities."

Events



This Friday: Michigander Concert



30 minute WXPN Free at Noon Concert

1/13 12:00 pm [Must Preregister Here](#)

Join us for a free 30 minute concert at World Cafe Live! This week the indie rock band **Michigander** takes the WXPN stage. Please preregister ASAP as spots are limited. We'll be meeting in the 3rd floor Stemmler lobby, leaving promptly at 11:40 am, and returning around 12:45 pm.



CHOP Diversity Symposium Lecture

2/1 12:00 - 1:00 pm [Register here](#)

The CHOP lecture series is hosting [Dr. Malika Grayson](#) for a virtual talk entitled "Leveraging the ABC's for STEM Success." Students and trainees can also [register for small group discussion](#).

What we're...



Matthew recommends reading *The Persistence of Race Science*, a special issue from my favorite science journalism magazine **UNDARK** covering how research has built up the divisions of race.

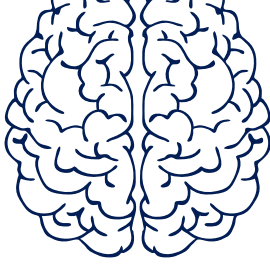
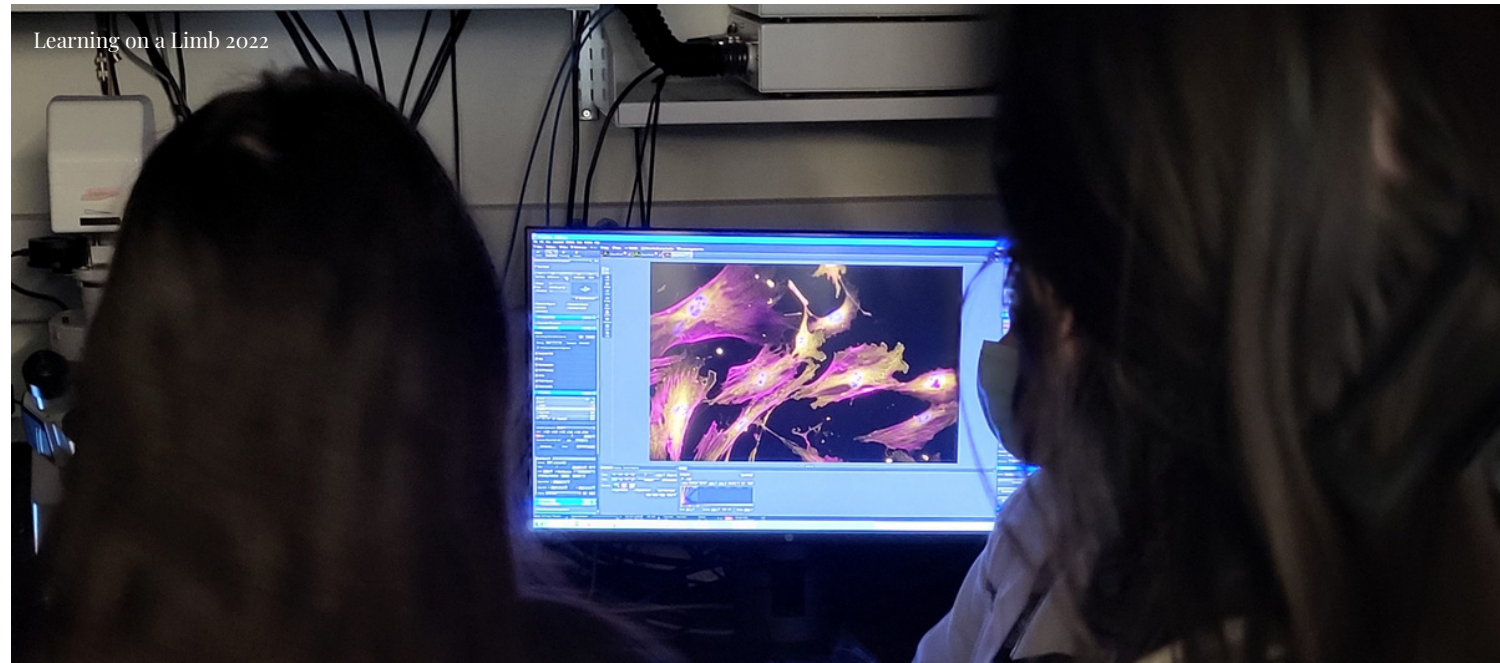


We recommend giving the [McKay DEI Podcast Playlist](#) a listen (or relisten) during those long hours in cell culture this week.



Do you have something you're reading, watching, or listening to that you want to share with McKay? [Let us know](#), and we'll send it out with next month's newsletter!

Opportunities



Mentors and mentees wanted for Project SHORT

Provides pro bone graduate school admissions advising and is committed to "shrinking the socioeconomic gap in medical and graduate school." Want to share your PhD or MD application expertise with others? Looking to connect a prospective graduate student with the tools they need to succeed? [This might be the perfect opportunity for you!](#)



Funding Available through Stanford Shool of Medicine's Propel Postdoctoral Scholars Program

Provides funding of at least **\$85K annually for up to 2 years** for incoming and early postdoctoral scholars who come from backgrounds historically underrepresented in academia. [There's no harm in applying. right?](#)

Cheers,

Your McKay DEI Committee

Do you have suggestions for the DEI committee? Send your resources, comments, and concerns directly to us: McKayDEI@pennmedicine.upenn.edu

McKay DEI Committee
McKayDEI@pennmedicine.upenn.edu
<https://www.med.upenn.edu/orl/mckay-dei-committee/>