

Happy Spring McKay!

As the cherry blossoms finish blooming and start to leaf, we're very excited about our upcoming department workshop next week. Please mark your calendars and let us know how you'd like to connect with others in McKay in our [one-question survey](#).

HOSTED BY MCKAY DEI COMMITTEE:



CONVERSATIONS ABOUT DIVERSITY: HOW WE PROCESS, ENGAGE, AND SUPPORT OUR COMMUNITY

Vincent Walford, Ph.D., Embedded Psychologist at Penn Medicine/BBS

Alaina Spiegel, Psy.D., Staff Psychologist, Coordinator of Prevention Programs

APRIL 18TH, 2023

AUSTRIAN AUDITORIUM (CRB)

12-1:30 PM

LUNCH PROVIDED!!

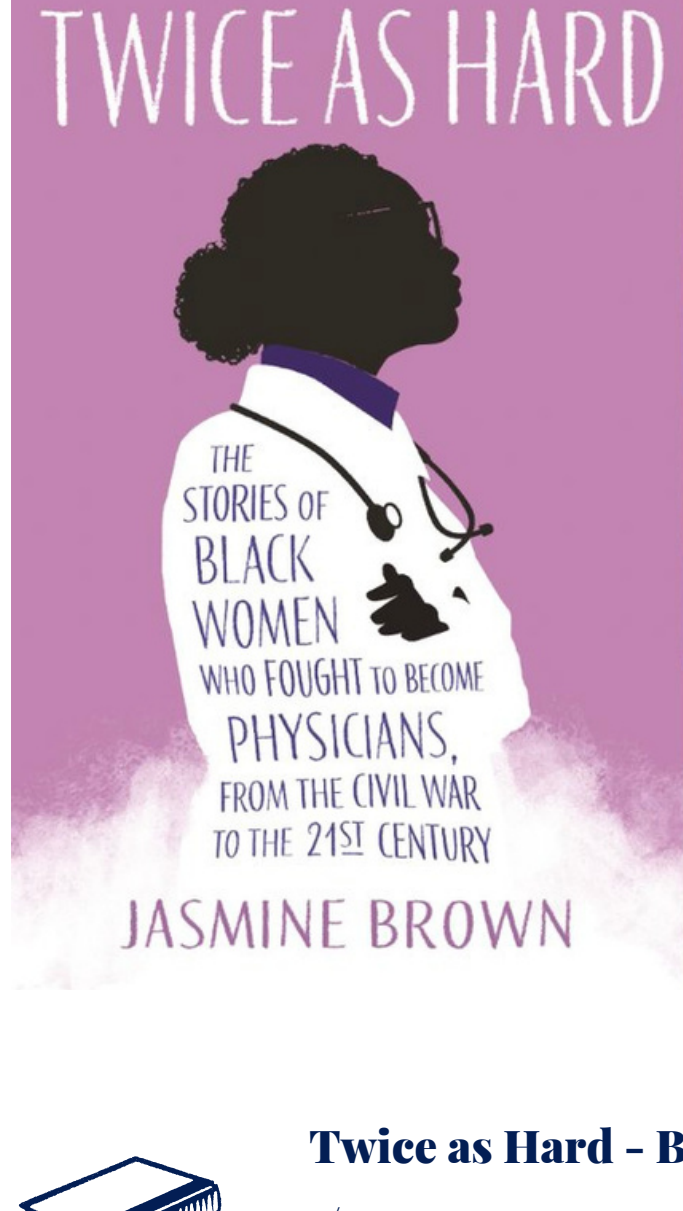


DEI 2023 Survey Results

- 36 responses (23% of our department)
- Generally positive.
- **Areas for improvement:**
 - "Always room for more diversity" in faculty, staff, and trainees
 - Building community:
 - People are interested in getting to know members of McKay outside of their individual labs
 - Some people (~20%) still feel isolated
 - Gender equity:
 - Some people (~20%) identified that administrative duties in their labs are not shared equally amongst individuals with different gender identities
 - Support and Accountability:
 - Most people (~80%) feel their PI cultivates a healthy environment and supports DEI initiatives
 - Generally, people are not aware of protocols for addressing unethical behaviors (~50%) and some are not comfortable confronting aggressors (40%) or reporting incidents (20%)
- **Next steps:**
 - Provide resources on implicit biases and their impact on recruitment
 - Prioritize community building activities
 - Discuss distribution of administrative duties with lab members
 - Distribute information clearly outlining protocols for addressing unethical behavior and protections available for individuals who report such behavior

How would you like to meet people in McKay and build community?

Events



Twice as Hard - Book Talk at the Mutter Museum

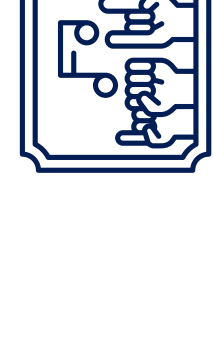
5/11 5:30 - 7:30 pm [Register Here](#)

Join UPenn medical student and debut author Jasmine Brown as she discusses her book *Twice as Hard: The Stories of Black Women Who Fought to Become Physicians, from the Civil War to the Twenty-First Century*.

30 minute WXPN Free at Noon Concert

4/21 12:00 pm [Must Preregister Here](#)

Join us for a free 30 minute concert at World Cafe Live! Please preregister next week 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.



What we're...



Dr. Gullbrand recommends reading *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together*



Dr. Shore recommends listening to the podcast *Hidden Brain*, specifically the episode "Revealing your Unconscious" from 3/13.



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

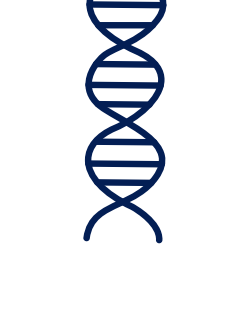


Paid opportunity for PhD students to lead middle schoolers in hands-on STEM activities!

6/26 - 6/30 Email penngems@seas.upenn.edu

GEMS is a week-long engineering day camp offered to local middle school students. The camp is designed to provide early exposure to concepts in STEM. Past lessons have included content on E-textiles, DNA necklaces, motion reflexology, coding, and catapults.

GEMS is looking to hire PhD students as paid instructors to lead these activities and lessons. Read more [here](#).



Cheers,

Your McKay DEI Committee