



# Welcome to the ACNP Diversity and Inclusion Luncheon Symposium

Jared Young, Ph.D.

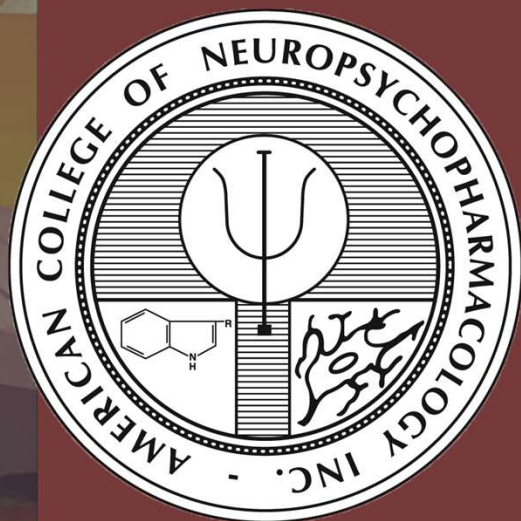
Millie Rincón-Cortés, Ph.D.

*Diversity & Inclusion Committee Chairs*

# Why Diversity?

Most challenges are best faced by a team with diverse talents!





## Evolution of the Diversity & Inclusion Efforts at ACNP

### **Formation and Early Initiatives (2013-2016)**

#### **2013:**

- Under ACNP President David Lewis, the Underrepresented Minority (URM) Task Force was established to enhance the representation and participation of minorities in the College.

#### **2014-2016:**

- Hosted an invitation-only Underrepresented Minority Task Force Breakfast and Underrepresented Minority Task Force Reception.

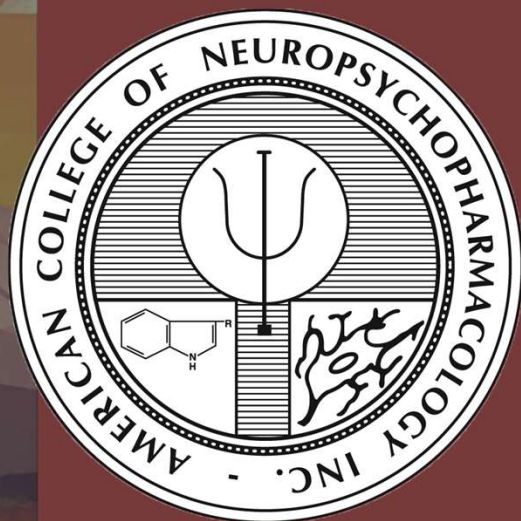
### **Expanded Programming and New Focus (2016-2020)**

#### **2016:**

- Introduced the Underrepresented Minority Women's Networking Event, emphasizing career navigation in academic medicine.

#### **2020:**

- Task Force renamed as the Diversity and Inclusion Task Force.
- Hosted virtual special interest group sessions at the Annual Meeting.



## Evolution of the Diversity & Inclusion Efforts at ACNP

### Symposiums, Committees, and Sub-Committees (2021-2024)

#### **2021:**

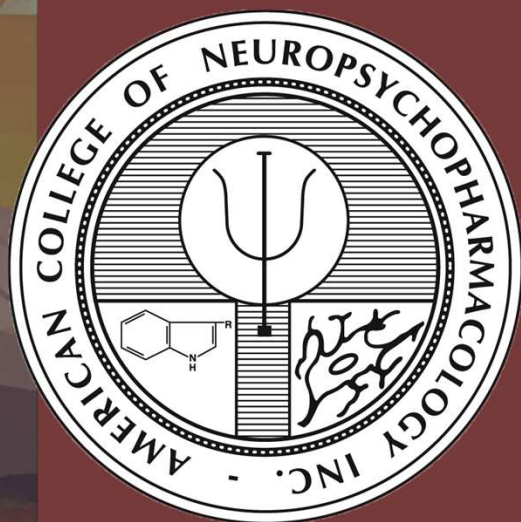
- Return of the Diversity and Inclusion Symposium, held annually.

#### **2022:**

- Diversity and Inclusion Task Force elevated to a formal ACNP Committee.
- BIPOC and LGBTQIA2S+ Work Groups became official ACNP Sub-Committees.
- First BIPOC and LGBTQIA2S+ Reception held, complementing the Diversity and Inclusion Reception.
- Added Diversity and Inclusion Committee Networking Tables during the lunch periods at the annual meeting as another networking opportunity for attendees.

#### **2023:**

- Continued to hold Diversity and Inclusion Committee Networking Tables during the lunch periods at the annual meeting.
- Renamed the BIPOC/LGBTQIA2S+ Reception to the Intersectional Diversity Social.



## Evolution of the Diversity & Inclusion Efforts at ACNP

### 2024:

- Reintroduced the luncheon format for the Diversity and Inclusion Symposium.
- Renamed the Underrepresented Minority Women's Networking Breakfast to the Diversity and Inclusion Networking Breakfast for greater inclusivity.
- Established the Hispanic/Latin-American Sub-Committee, which contributed a study group to the Annual Meeting titled *Generating Greater Inclusive Excellence at the ACNP: Lessons Learned through the Lens of Hispanic Scientists and Physicians*.
- Broadened the definition of historically excluded groups to include LGBTQIA2S+, individuals with disabilities, and those from disadvantaged backgrounds as defined by the NIH.

# Past Diversity & Inclusion Symposium Topics

- **2016: *History, Hope, and the Future***
- **2017: *Creating Your Own Network*** discussed networking strategies and models, starting collaborations, creating your own niche, and career trajectory challenges.
- **2018: *Navigating Funding Programs and Management Techniques for a Successful Career Trajectory*** discussed NIH Grants Programs, how to present your science to engage funding sources, NIH foundations and donors, gracefully navigating implicit bias as well as difficult conversations, and tips and strategies for managing up.
- **2021:** Dr. Ruth Shim shared some of her insights from her book, ***Social (In)Justice and Mental Health***, exploring social influences and health inequities.
- **2022: *Mentoring People Different Than You*** discussed how mentorship plays a role to increase scientists' access to inclusive spaces and the importance of focusing on the specific developmental needs of scientists and teams.
- **2023: *Championing Equity: Allyship in Action*** provided insights and tips to help in recognizing and responding to biased interactions in real-time; offered guidance on how to support mentees or colleagues facing active discrimination, harassment, or bullying; and shared strategies for cultivating allyship through informal mentorship.

# ACNP DIVERSITY & INCLUSION SYMPOSIUM



**Lawrence Fung, M.D., Ph.D.**  
ACNP Associate Member  
and Associate Professor  
at Stanford University



**Katherine Maw, M.S.**  
Lecturer and Ph.D. Researcher  
at Edgehill University



**Edwin Burns, Ph.D.**  
Senior Lecturer  
at Swansea University



**Kristen Gillespie-Lynch, Ph.D.**  
Professor of Psychology  
at City University New York

## Understanding Neurodiversity and Disability Using a Strength-based Approach