

# Welcome to the Experience and Resilience Symposium

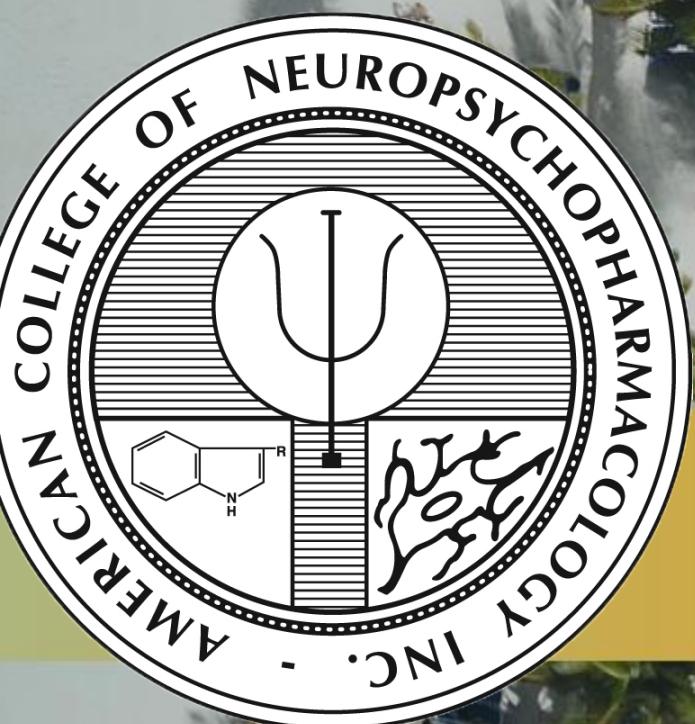
*Resilience Toolkit to Overcome Adversity*

Millie Rincón-Cortés, Ph.D.

Gregory Fonzo, Ph.D.

*Experience and Resilience Committee Chairs*

64th Annual Meeting of the  
American College of Neuropsychopharmacology



# Experience and Resilience Symposium Panelists



**Victoria Arango, Ph.D.**  
Adjunct Voluntary Faculty  
University of Maryland



**Sidney Hankerson, M.B.A., M.D.**  
Associate Professor and Vice Chair,  
Department of Psychiatry Director  
Icahn School of Medicine at Mount Sinai



**J. David Jentsch, Ph.D.**  
SUNY Distinguished  
Professor of Psychology  
Binghamton University



**Dionna Williams, Ph.D.**  
Associate Professor  
Emory University School of Medicine



# Evolution of the Experience and Resilience 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.

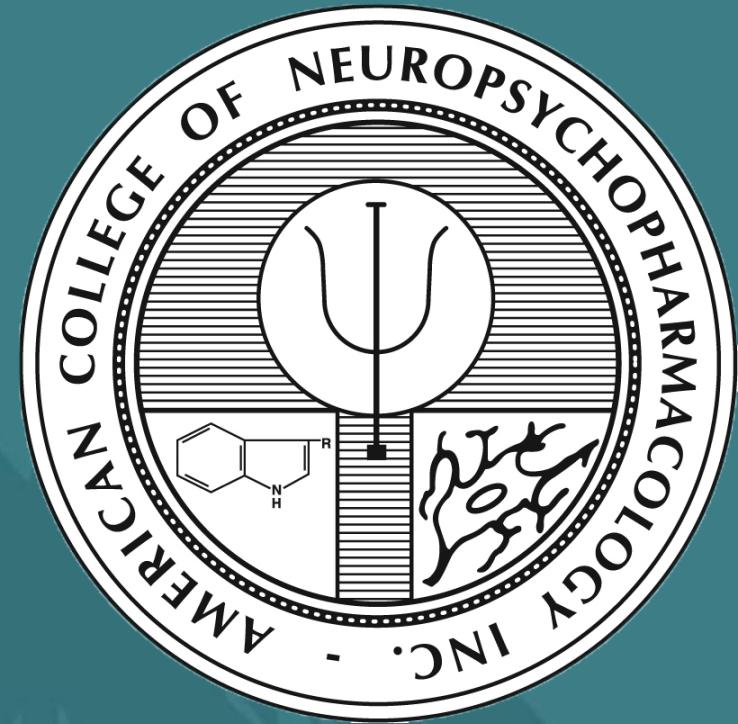
## Expanded Programming and New Focus (2016-2020)

### **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 Experience and Resilience 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.



# Evolution of the Experience and Resilience Efforts at ACNP

## 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.

## 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.



# Evolution of the Experience and Resilience Efforts at ACNP

**2025:**

- Renamed the Diversity and Inclusion Committee to the Experience and Resilience Committee.
- A Neurodivergent Sub-Committee was approved in 2025 and will officially begin in 2026. This sub-committee will align with the ACNP BIPOC, Hispanic/Latin American, LGBTQIA2S+ Sub-committees.
- Continue to hold the Experience & Resilience Networking Breakfast, Symposium, and Reception sponsored by the Experience & Resilience Committee.
- Continue to produce and present the annual Experience & Resilience Committee poster.
- The LGBTQIA2S+ Sub-Committee to host a Special Topics Session, *Sex and Gender in Neuropsychopharmacology Research: Looking Forward*, on Wednesday, January 14<sup>th</sup> at 4:00 PM.

# Past Experience & Resilience Symposium Topics

- **2016:** *History, Hope, and the Future*
- **2017:** *Creating Your Own Network*
- **2018:** *Navigating Funding Programs and Management Techniques for a Successful Career Trajectory*
- **2021:** *Social (In)Justice and Mental Health*
- **2022:** *Mentoring People Different Than You*
- **2023:** *Championing Equity: Allyship in Action*
- **2024:** *Understanding Neurodiversity and Disability Using a Strengths-Based Approach*
- **2025:** *Resilience Toolkit to Overcome Adversity*