



# Sackler School of Graduate Biomedical Sciences

I am excited to announce a new program called Cultural Awareness for Career Success (CACS). This first in the nation program was awarded a Burroughs Wellcome fund grant and is comprised of workshops, lectures and social events that will teach our students how to create and develop work environments that are diverse, inclusive, culturally sensitive and supportive of all. The program is based on the novel concept that providing curriculum for cultural awareness will provide students with the ability to choose and/or shape their workplace in a culturally sensitive manner, leading to enhanced career success. We believe that these are valuable leadership skills that will complement the intellectual skills our PhD and Master's programs provide.

This program will consist of lectures on race, gender, disability and LGBTQ bias; workshops by diversity officers from academia and industry; cultural walks; networking events; and roundtable discussions to develop best practices for inclusive excellence at our own institution. Attendance will be taken at each event, and students who attend a majority will earn a certificate of achievement to serve as tangible evidence of these highly valued soft skills, teamwork and community building valued by many companies and universities.

Our kickoff event is a Sackler-wide seminar by Lydia Villa-Komaroff, Ph.D. titled "Thinking Fast makes Changing Slow: Normal Cognition can Interfere with Efforts to Increase Diversity". This seminar addresses headon the issue of implicit bias in our work environment and how awareness can improve our judgement to create a more inclusive and welcoming academic workplace. Dr. Villa-Komaroff is a molecular biologist, executive, and diversity advocate. She is a national leader in the dialog on implicit bias and a founding member of the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS). The seminar will take place on Wednesday September 18 from 3-5PM in the De Blois Auditorium, MEB-09 (145 Harrison Ave.). A networking opportunity will follow). I hope that students, faculty and staff can join us at this landmark event.

Dan Jay, Dean