

Outstanding Mentor of UiM Faculty and Trainees Award

Research demonstrates that societal and institutional biases perpetuate the existence of hurdles that Underrepresented in Medicine (UiM) faculty and trainees confront as they try to advance their careers toward the success their talent deserves. To encourage and sustain a culture of stronger sponsorship of UiM faculty and trainees and one in which institutional biases are confronted and changed, the MGH Center for Faculty Development, in consultation with the MGH Center for Diversity and Inclusion, created the Outstanding Mentor of UiMs Award to recognize faculty who support and empower their UiM colleagues in advancing their career and achieving their professional goals and who actively work to create a more open, equitable environment in which UiMs can thrive, grow, and attain major leadership roles.



This \$1,000 award will be given to a faculty member from any MGH department who serves as a strong collaborator, mentor, and sponsor of UiM faculty and trainees. The recipient will have demonstrated support of UiM colleagues by:

- Listening in a generous and capacious way
- Engaging in the deliberate inclusion of UiM colleagues
- Providing career advice, feedback, encouragement, and motivation
- Affirming, sponsoring, and celebrating UiM colleagues
- Being an upstander in calling out bias
- Advocating to change organizational practices and norms to remove barriers that retard the careers of UiM colleagues
- Providing public support for the advancement and promotion of UiM colleagues through power opportunities and connections

Nominations for this award should be accompanied by the nominee's HMS CV and a maximum of 3 nominating letters that can be jointly written (not to exceed 2 pages each). It is recommended that the letters include specific anecdotes and examples that demonstrate the nominee's commitment to UiMs' professional and personal development as well as the nominee's efforts to remove barriers that UiM faculty and trainees face and provide public support for the advancement and promotion of their UiM colleagues.

[Click here for the nomination forms.](#)