

American Neurotology Society Diversity and Inclusion Newsletter

ANS strives for a diverse and inclusive culture to drive creativity, exploration and innovation and to better connect us to each other and to our patients

Spring 2023

DI Committee Members

Stephanie Moody, MD, Chair

Liz Toh, MD, MBA,
Past-Chair
Matthew Bush, MD

Sujana Chandrasekhar, MD

Michael Hoa, MD

Anne Maxwell, MD

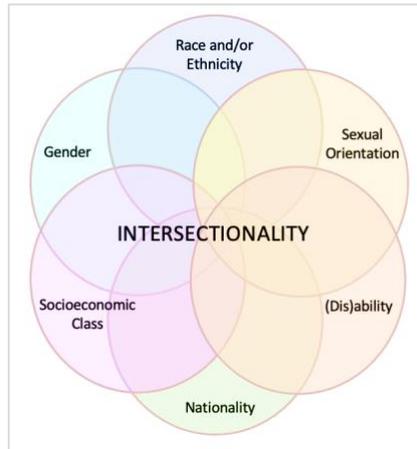
Kathryn Noonan, MD



In this issue:

Concepts in Diversity and Inclusion: Intersectionality
Reports from recipients of ANS URIM Scholarships

Understanding Concepts in Diversity and Inclusion: What is Intersectionality? by Anne Maxwell, MD



Intersectionality, coined by legal professor and activist Kimberlé Crenshaw in 1989, serves as a framework for understanding how interlocking systems of power overlap to affect those marginalized by society. Oxford Dictionary defines *intersectionality* as “the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.” Examples of these factors include: race, ethnicity, gender identity, sexual orientation, socioeconomic class, nationality, primary language, disability, caste, and body appearance, among many others.

The implication is that simply addressing these factors in isolation would fail to address the true basis of inequities, instead perpetuating them. For example, a black woman may encounter both racism and misogyny, but would experience racism differently than a black man and misogyny differently than a white woman. Conversations addressing either race or sex are often held in isolation, such that voices of non-white women are marginalized in both. Thus, efforts to dismantle oppressive systems from a single perspective are unable to achieve equality for all. Criticism of the intersectionality framework claim that by focusing on an individual’s subjective experiences, contradictions may arise that would obscure the identification of common causes of oppression. For instance, elevating women’s rights and LGBTQ rights in society could lead to the marginalization of those with deeply held conservative Muslim beliefs, fueling islamophobia. Therefore, intersectionality should be understood within the broader context of social justice. In this way, we can work toward achieving a more diverse and inclusive neurotologic workforce, promoting educational and career opportunities for all our members and better outcomes for our patients.

What can I do?

- ❖ Expand your definition of diversity and understand how those factors interact
- ❖ Introspection about the social identities that support your privilege. Consider factors beyond gender, race and ethnicity. Middle class? University education? Able-bodied?
- ❖ Make space for diverse voices
- ❖ Meaningfully collaborate with diverse groups
- ❖ Avoid language that excludes marginalized communities
- ❖ Provide mentorship and sponsorship experiences for diverse individuals at every career stage

Crenshaw, K. (1989): Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. The University of Chicago Legal Forum, 139, pp. 139-167.

CONGRATULATIONS to our ANS URIM travel scholarship recipients on the start of a successful career in otolaryngology! Welcome to Otolaryngology – Head and Neck Surgery!



Kaylin Batey will graduate from University of Kentucky School of Medicine in June 2023 and will be joining the residency of University of Michigan. His sponsor was Dr. Matthew Bush and he was mentored at his outside rotations by Dr. Michael Hoa at Georgetown, Dr. Greg Basura and Dr. Christopher Welch at University of Michigan, Dr. David Haynes at Vanderbilt.

I'm immensely grateful to the American Neurotology Society for supporting my clinical learning experiences in otology/ neurology with the Under-Represented in Medicine Travel grant. Supplementary to my home otology/ neurotology experiences, my visiting rotations allowed me to realize the breadth and depth of the subspecialty. From observing operative management of an endolymphatic sac tumor for the first time, to expanding my knowledge of vestibular and balance disorders, I witnessed how pleasantly complex, challenging and rewarding this subspecialty can be. The most impactful outcome of this scholarship has been quality of mentorship and sponsorship I have received in otology/ neurotology both at my home institution and my visiting rotations. I'm excited for the opportunities that await in residency for continued growth and involvement with ANS. Thank you, Kaylin Batey



Randall Harley will graduate from University of Pittsburgh Medical Center in June 2023 and will be joining University of Pennsylvania Department of Otolaryngology-HNS. His mentors were Dr. Andy McCall, Dr. Michael Hoa and Dr. Nick Blevins.

As an aspiring Neurotologist, the American Neurotology Society Travel Scholarship positively impacted my career and application to Otolaryngology residency in a myriad of ways. I was able to complete two fascinating away rotations as a result of the scholarship. I gained more exposure within the field of Otolaryngology, connected with Otology/Neurotology mentors, and experienced the nuances of different institutions. In the time since my rotations, however, I have come to realize the most powerful aspect of my travel experiences – connection with other people who are passionate about Otolaryngology. I have continued to see the same faces at scientific conferences and residency interviews. I have become acquainted with other diverse applicants from different institutions. I have had mentors email or call to check in. I have had other medical students reach out for advice moving forward. It is now clear that the experiences I was granted helped me become part of a close-knit community of Otolaryngologists. I am deeply thankful for this experience and I want to sincerely thank the American Neurotology Society and all of its members for this incredible opportunity. Randall Harley

**ANS DI
Committee
URiM Travel
Scholarship**

ANNOUNCING

**2023/24 ANS Diversity and Inclusion Committee
Underrepresented in Medicine Otolaryngology/Neurotology Travel
Scholarship**

The Diversity & Inclusion Committee is taking applications for two scholarships for the 2023/24 academic year to assist medical students with travel expenses for external rotations. Through this scholarship, we seek to engage URiM students in research and clinical activities related to the ear, hearing and balance so that they can learn about our field and gain the experience needed to promote a career in otology/neurotology. The successful applicant will receive a \$2000 scholarship to support travel and housing expenses for a chosen clinical rotation that requires significant travel from their home institution. A member of the ANS will be identified to provide mentorship to the recipient. Requirements and details are provided on our website or can be obtained by emailing Dr. Moody at moodysa@evms.edu. Members are encouraged to promote the scholarship to eligible students. Applications are requested by June 1, 2023. More information is available at <https://www.americanneurotologysociety.com>.

**Your DI
Committee
at work**

Are you interested in serving on the ANS DI Committee? Apply online at <https://www.americanneurotologysociety.com/ans-committees>

We hope that our committee will be as diverse in makeup and opinion as is our society, so all members with an interest in contributing to this working committee are encouraged to apply.

**Latest in
Health
Equity in
Otolaryngology &
Neurotology
Research**

Meinhardt, Gerek; Sharrer, Christine; Perez, Nicole; Downes, Alexandra; Davidowitz, Tess; Schuh, Marissa; Robinson, Lauren; Lustig, Lawrence R.; Bush, Matthew. Reporting of Sociodemographic Data in Cochlear Implant Clinical Trials: A Systematic Review. *Otology & Neurotology* 44(2):p 99-106, February 2023.

Patro, Ankita; Lindquist, Nathan R.; Tawfik, Kareem O.; O'Malley, Matthew R.; Bennett, Marc L.; Haynes, David S.; Gifford, René H.; Holder, Jourdan T.; Perkins, Elizabeth L. A Five-Year Update on the Profile of Adults Undergoing Cochlear Implant Evaluation and Surgery—Are We Doing Better?. *Otology & Neurotology* 43(9):p e992-e999, October 2022.