

# DIVERSIFYING DERMATOLOGY

## Inaugural Virtual Event Held to Commence the Rise Up Mentorship Program

Participants gathered on Zoom for an evening of discussion and planning

On Feb. 24, the Society's new Rise Up Mentorship Program kicked off with a virtual event for the inaugural 32 participants. Diversity, Equity and Inclusion Work Group Chair Mona Gohara, MD, opened the evening by providing an overview of the program.

"The Rise Up Mentorship Program was created to support the careers of underrepresented minority (URM) and sexual and gender minority (SGM) / LGBTQ dermatologists and provide a

greater sense of inclusion and belonging. We define URM as Black, African-American, Mexican-American, Native American (American Indian, Alaska Native and Native Hawaiian) and mainland Puerto Rican populations," stated Dr. Gohara. "In this program, mentees are paired with seasoned mentors who share their professional knowledge, skills and experiences throughout the year as each of our 16 pairs work through their individual goals and projects."

Dr. Gohara detailed the expectations for mentees, such as sharing their ideas, concerns and professional goals. She encouraged mentees to take notes, be curious and ask mentors direct questions to gain insight on what they want to know the most. Mentors were then advised their role is to coach mentees on how to accomplish their goals; increase the mentee's exposure to new experiences; provide learning opportunities and a safe environment; build self-esteem through supportive, non-judgmental discussions; and demonstrate the behaviors necessary for success.

Next, the mentees were divided into three breakout groups and sent to a Zoom room for 20 minutes where moderators facilitated participants getting acquainted and sharing in their excitement for the upcoming year. Before closing the evening, each pair convened in a private Zoom room to discuss their mentoring relationship agreement, which defines two goals including a DEI related project and something the mentee hopes to achieve with the mentor's

support. They discussed the ground rules and protocols for the mentorship including frequency of meetings, methods of communication, venues for learning, defining confidentiality and format for regular feedback and progress evaluation.

The evening ended with the announcement of an annual mixer to be held at the ASDS Annual Meeting in Denver, Colorado, at 6 p.m. on Friday, Oct. 7 where program participants will share their experience over the past year. To learn more about the Rise Up Mentorship Program, visit [asds.net/Rise-Up](https://asds.net/Rise-Up).

### MENTORSHIP PAIRINGS

#### Mentors

#### Mentees

Deirdre Hooper, MD

Camila Antia, MD

Naissan Wesley, MD

Olabola Awosika, MD

Mona Gohara, MD

Shakira Brathwaite, MD

Marc Brown, MD

Brianna Castillo, MD

Janelle Vega, MD

Alysha Colon, MD

Karan Lal, MD

Richardo Guerra, MD

Rajiv Nijhawan, MD

Michelle Juarez, MD

Nazanin Saedi, MD

Regine Mathieu, MD

Jeanine Downie, MD

Nicole Negbenebor, MD

Farah Moustafa, MD

Aderonke Obayomi, MD

Brooke Jackson, MD

Elaine Otchere, MD

Omar Ibrahim, MD

Jacob Reinhart, MD

Jane Yoo, MD

Christen Samaan, MD

Rawaa Almkhtar, MD

Nathan Vengalil, MD

DiAnne Davis, MD

Rachel Ward, MD

Kavita Mariwalla, MD

Bernice Yan, MD

ASDS members honored Black History Month by recognizing their mentors and sharing how the teachings of Dr. Martin Luther King, Jr., have impacted them, both personally and as a physician. Watch all the videos on this [YouTube playlist](#).

