

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 2024

DI Committee Members

Stephanie Moody, MD, Chair

Liz Toh, MD, MBA,
Past-Chair

Michael Hoa, MD,
Chair- Elect

Matthew Bush, MD

Sujana Chandrasekhar, MD

Anne Maxwell, MD

Adam Kaufman, MD



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COOL-OTO

Reports from recipients of ANS URIM Scholarships

From the Chair

It has been my honor to serve as Chair of the Diversity and Inclusion Committee and I am pleased to pass on the reigns to Michael Hoa. I am proud of the work we have done as your Executive Council and DI Committee to achieve significant milestones, such as integration of the values of diversity, equity, inclusion into the leadership and culture of the organization, implementation of mechanisms for tracking the demographics of our society and a means for members to volunteer for speaking roles and committee work, publication of a report* on membership demographics, engagement and satisfaction, and presentation of educational opportunities on bias, diversity in training programs, and health equity as it relates to neurotology. We considered pipeline development and provided travel grants to medical students who subsequently successfully matched in Otolaryngology, and we produced a community-based initiative to educate and inspire high schoolers, Community Outreach Opportunities for Learning in Otology and Otolaryngology (COOL-OTO). ANS received recognition and praise from the Academy and colleagues in other subspecialties for our progressive approach to pipeline development. We also secured funding to support a generation of young researchers interested in diversity and health equity.

I want to express my sincere thanks to all the members of ANS for their patience and kindness throughout my tenure as Diversity and Inclusion Chair. I am equally grateful for the encouragement and support I received as I am for the challenging questions and debates I shared with many of you. I am grateful to Moises Arriaga, Barry Hirsch, Nikolas Blevins, Craig Buchman, and Fred Telischi for their exceptional leadership and unwavering commitment to diversity, equity, and inclusion within the organization and especially to Elizabeth Toh, Alan Micco, Brad Kesser and all of the DI committee members for sharing insight and wisdom that promoted our goals as well as my own personal growth.

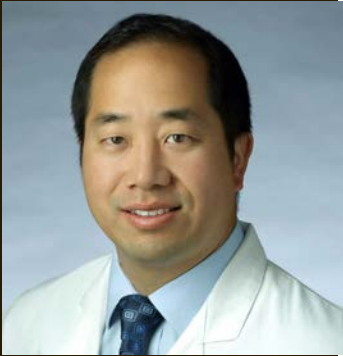
I look forward to continued efforts of the ANS to increase opportunities for the best and brightest minds in pursuit of a career in neurotology and to enhance engagement and inclusion of our members at all levels in our organization. Michael Hoa will approach issues related to diversity, equity, inclusion and access in a new and fresh way. He has been an active member of the ANS, serving on the DI Committee as well as Scientific Program Committee, Neurotology Bootcamp, and the Young Neurotology Committee; and he led the development of the DEIA research grant and COOL-OTO. He is a brilliant leader, collaborator, mentor, researcher, educator and advocate and he will bring a fresh perspective and energy to our efforts.

Thank you once again for the opportunity to serve as Diversity and Inclusion Chair for ANS.

Stephanie Moody Antonio, MD

*[American Neurotology Society: Diversity, Equity and Inclusion Report 2023. Otol Neurotol. 2023 Jul 1;44\(6\):529-533.](#)

Introducing Michael Hoa, MD, Incoming Chair, Diversity and Inclusion Committee



Dear ANS membership, I am honored to chair the ANS DI Committee. For those who don't know me, I'm a surgeon-scientist with a joint appointment at the NIDCD and Georgetown University School of Medicine and I am grateful for the privilege of improving hearing and balance health in my patients. During my tenure as committee chair, my aims are: (1) to continue to facilitate opportunities for diverse voices within our membership at all levels all the while adhering to the highest educational and research standards, (2) to better synchronize our efforts with other subspecialty organizations, while finding ways to differentiate and bring value back to our subspecialty, (3) to improve our efforts to develop pipelines to potential members from diverse populations reflective of the patient populations we care for, and (4) to stimulate interest in health-related disparities in our subspecialty. I believe that inclusion of all the diverse voices of our membership is necessary to move our subspecialty forward and I hope to foster mentoring between the generations of our membership. Over the last several years, I have worked closely with Dr. Moody and members of the DI Committee to develop targeted grant initiatives and expand the reach of our subspecialty through early pipeline development. We are continuing these efforts with a high school outreach event at Booker T. Washington Senior High School just blocks from the University of Miami during our upcoming annual meeting on Monday, September 30th. We hope to see many of you at this event. Michael Hoa, MD

COOL-OTO

Community Outreach and Opportunities for Learning in Otolaryngology

The ANS Diversity and Inclusion (DI) Committee spearheaded a pilot high school outreach initiative entitled Community Outreach Opportunities for Learning in Otolaryngology and Otolaryngology (COOL-OTO) in Nashville, Tennessee during the AAO-HNSF Annual Meeting on October 2, 2023. The event was led by Stephanie Moody, Michael Hoa, Karen Doyle, Anne Maxwell, Heather Weinreich, and Adam Kaufmann. The approximately 3-hour event was conceived as a way for members to give back to the communities that host our annual meetings. We also hoped to demonstrate the diversity of our specialty, both in who we are and what we do and inspire students to consider medicine as a career. Partnering with the AAO-HNSF DI Committee, we gathered three teams of volunteers and engaged with approximately 200 local high school students in health science academic tracts at 3 Nashville schools with highly diverse student populations. During the initiative, high school juniors were introduced to the field of otolaryngology with some emphasis on otologic topics including hearing loss, tinnitus and treatment of hearing loss. Volunteers also discussed the importance of limiting loud noise exposure and the dangers of vaping. The event was dominated by interactive experience stations where students learned aspects of the otolaryngology physical exam, practiced microscopic skills and cochlear implant insertion, examined middle ear anatomy using telescopes, and tried bone conduction hearing devices. The high school teachers were impressed with the teaching skills of the volunteers and how completely engaged the students were with the interactive lessons. As is the case with many events like this, none of this would have been possible without our volunteers and the generous support of equipment from vendors (Grace Medical, Cochlear Corporation, MED-EL, and Prosidio).



(From left to right) Liz Toh, Ken Kazahaya, Leena Asfour, and Mana Espahbodi engaging with students. Pete Creighton explains bone conduction and cochlear implants at their level; Anne Maxwell discusses anatomy, Mallory Raymond and Angela Peng introduce middle ear surgery; (Below) Oneida Arosarena assisting a student using an Ototrainer under endoscopic visualization. Overton volunteers (Karl Whitley, Oneida Arosarena, Gauri Mankekar, Michael Hoffer, Liz Toh, Leena Asfour, Mark Knackstedt, Michael Hoa, Anne Maxwell, Mana Espahbodi, Ken Kazahaya; (Sally Spear from Overton on far left in front); not pictured – Arnaud Bewley, Erynne Faucett, Bridget MacDonald)



(Below Left) Cane Ridge volunteers Syed Ahsan, Heather Weinreich, Adam Kaufman, Selena Briggs [back row]; Laura Brainard, Erika Walsh [first row]. (Below right) McGavock volunteers Pete Creighton, Joe Vella, Angela Peng, Mallory Raymond, Suhas Bharadwaj, Lakeisha Henry, Karen Doyle Enright [back row]; Stephanie Moody Antonio, Mikayla Heustis [front row]



**Volunteers needed for COOL-OTO 2024 Miami!
Monday September 30, during AAOHNSF 2024
Contact Michael Hoa for more information**

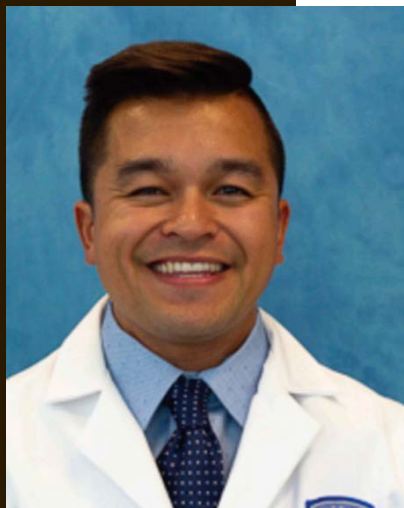
**ANS DI
Committee
URiM Travel
Scholarship**



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

Ruth Mizu, graduates from Baylor College of Medicine and was matched with Otolaryngology at Georgetown. She was mentored by Alan Micco, Michael Hoa, and Alex Sweeney.

I am thankful to have received the American Neurotology Society Under-represented in Medicine Travel Scholarship. This prestigious award not only provided financial support for my away rotations, but also introduced me to a supportive and inspiring community of surgeons. With the assistance of this scholarship, I had the opportunity to observe and learn from accomplished neurotologists across different institutions. Additionally, I had the privilege of interacting with patients with a diverse range of neurologic conditions, both in the clinic and in the operating room. I extend my sincere gratitude to the American Neurotology Society and all its members for this incredible opportunity, which has connected me with mentors dedicated to my personal growth and professional success. I am eager to continue expanding my skills and knowledge of this esteemed subspecialty while in residency. Sincerely, Ruth Mizu



Jorge Gutierrez is graduating from Case Western Reserve University and was matched with Northwestern. He was mentored by Sarah Mowry, David Haynes and Liz Perkins.

I am writing to express my immense gratitude for your generous contribution that helped support my clinical learning experience. The process of applying to residency and rotating at institutions away from home is an expensive one. This generous contribution from the American Neurotology Society helped defray the expenses of travel and housing associated with my rotation for which I am incredibly grateful. Your support positively impacted my learning experience in a multitude of ways. It allowed me to gain further exposure to the field of Otolaryngology and observe world class clinical training. The ability to rotate away from my home institution provided me with a much greater appreciation for nuances between different residency programs and allowed me to make better informed decisions when applying to programs. The commitment to teaching during my rotation enabled me to expand my clinical knowledge and improve my technical skills in the operating room. Perhaps of the greatest importance, this experience allowed me to connect with mentors whom I may otherwise not have had the opportunity to meet. The ability to receive candid feedback for my continued clinical growth and advice on my application was incredibly important and something that I received on a regular basis during my rotation. This fantastic experience would not have been possible without the support of the American Neurotology Society. I am incredibly grateful for the opportunity and cannot thank you enough for the support of my academic endeavors. Best Wishes, Jorge

**2024/25
Travel
Scholarship
Applications
due June 1**