



## International Postdoc Challenges

- Excluded from equity, inclusion efforts
- Lack of culturally-tailored skill development
- Feelings of isolation at work



## Identifying Needs

- Needs-assessment indicated desire for growth in: self-advocacy, navigating US work culture & social identity in the workplace



## Meaningful Programming

The MiCIPP cohort-program was developed to cultivate:

- Sense of belonging
- Professional skills
- Safe space to share & grow

123

## Tailored Content

- 5 sessions to enhance communication, self-advocacy skills, and confidence, and to build community among participants



## Telling Your Story

- Culmination: Empowered international trainee voice, strengthened communication skills, & celebrated our cohort's individual identities



## Ideas for Expansion

- Continue cohort connection
- Support for incoming international postdocs
- Broader sharing of immigrant postdoc stories

# Affinity-Based Cohort Programs: Enhancing the International Postdoc Experience

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Michigan Culturally  
Inclusive Professional  
Preparation