

## Wellness\_Overview

Several overarching themes emerged from this wide-ranging panel discussion with faculty, students and staff. Individuals with differing identities will experience the same circumstances quite differently. Trainees from marginalized groups may be subject to particularly toxic environments yet may also experience higher barriers to accessing mental health resources, including stigma within particular groups. Normalizing honest conversations around mental health and disabilities can be a powerful force for change. Respectfully listening to the needs of individuals— especially those with disabilities who know their own needs best— is a positive first step towards accommodating those needs and realizing the requirement to be flexible. Generating new connections between faculty, staff and trainees can provide novel networks and mentorship, uncoupled from sub-fields and academic ties, with relatively small efforts having outsize impact on trainee experiences and success. We need to be proactive, not reactive, in fostering a positive climate that fosters emotional and academic wellbeing for all.