

Learning and Unlearning: Addressing Structural Barriers to URM Faculty Achievement

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Race & Racism

Race:

- A social construct based on skin color and other physical differences
- No biological or genetic basis

Racism

- Belief that different races possess distinct characteristic, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another

Systemic and Structural Racism

- A system of structuring opportunity and assigning value based on the social interpretation of how one looks ([Jones](#))
- Established structures, patterns, policies, practices and procedures of particular institutions and systems that consistently penalizes and/or denies rights or benefits for people based on their race, culture, or ethnic origin, routinely producing racially inequitable outcomes.

Anti-Racist

- One who is supporting an antiracist policy through their actions or expressing an antiracist idea ([Kendi](#))

2020 ADFM Annual Survey - Diversity, Inclusion & Health Equity Section Results

Do you have an infrastructure for diversity and inclusion in your institution that you feel is working well?

Response	N (%) N=94 0 missing (0%)
Yes	62 (66%)
No	32 (34%)

On a scale of 1 to 5, how well do you feel your department does in promoting diversity, inclusion, health equity and anti-oppression?

Response	N (%) N=93 1 missing (1.1%)
1	0 (0%)
2	2 (2.2%)
3	34 (36.6%)
4	43 (46.2%)
5	14 (15.1%)

In the last 3 years, has your department received data from a climate survey (conducted by the institution or by your department)?

Response	N (%) N=94 0 missing (0%)
Yes	50 (53.2%)
No	44 (47%)

2020 ADFM Annual Survey - Diversity, Inclusion & Health Equity Section Results Continued

If Yes...

Does your department have someone serving as diversity/inclusion officer or someone who is in charge of taking reports of adverse events for your department?

Response	N (%) N=94 0 missing (0%)
Yes	42 (44.7%)
No	52 (55.3%)

Does your department have allocated FTE for this position?

Response	N (%) N=42 52 missing (55.3%)
Yes	17 (40.5%)
No	25 (59.5%)

Does your department have funding and resources (e.g. staff) for this position to accomplish what they need to?

Response	N (%) N=41 53 missing (56.4%)
Yes	18 (43.9%)
No	23 (56.1%)

Does this position have a pathway to advancement in the institution or department (i.e. is this a career-advancing position)?

Response	N (%) N=41 53 missing (56.4%)
Yes	22 (53.7%)
No	19 (46.3%)