**ADFM 2021 DIHE Committee Session Plan**

2-18-21

**DIHE at ADFM 2021 Meeting:** Thurs Feb 18 is dedicated to addressing systemic racism in healthcare. The ADFM Board wants to launch the ADFM anti-racism plan and tie it to the ADFM DIHE Smart Goal framework emerging from our DIHE Committee.

The ADFM antiracism statement is to help departments move forward—using the action plan as a general template, knowing that each Dept. has to find its own particular path.

**The DIHE Committee session:** From 4:30 to 5:45 EDT

Purpose: To help Departments form their own plans for anti-racism in context of the 3 pillars of DIHE work in family medicine. (Care delivery & health, Workforce recruitment &retention, Learner recruitment & training)

The broad anti-racism plan and 3 pillars for DIHE work in family medicine departments will be outlined earlier in the day, so the DIHE committee session will:

1. Incorporate the essence of the antiracism action plan in context of the 3 pillars for DIHE work—in a worksheet that invites people to form action steps.
2. Engage participants in breakouts to articulate on the worksheet what they are ready to do in their own departments.

Participants will be at different levels of experience, readiness, and stages of work. The session (and breakout facilitators) will be aware and make sure everyone’s needs or starting places are respected.

**Agenda**

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| **4:30 ET** | Welcome and overview of agenda and breakouts |
|  | Orientation to worksheet: ADFM antiracism plan in context of the 3 Pillars of DIHE work; how to record your thoughts on worksheet as you participate in the breakout. |
| 4:45 ET | Pose the breakout task and questions: *What will you do in your department, given the ADFM anti-racism action plan and pillars of DIHE work in Family Medicine?*1. Where do you stand now? What is your top growth or developmental area?
2. What will you do and how will you start?

Finally, what from this session will you take back to your department—a communicable message? |
| 4:50 ET | Breakout groups facilitated by members of the DIHE committee: What will you do in your dept.?Participants can choose one or more pillars for this conversation—the one(s) that speaks to them or seem most ripe and ready, knowing that all are important. |
| 5:30 ET | Reconvene in large groupThemes across breakouts: What are the top growth areas, what kinds of steps will we take |
| **5:45 ET** | Adjourn |

**To optimize your experience in this session**

Print or load the worksheet onto your desktop. Type or write on it during the session so you have your plan handy afterward.

Consider reading the ADFM DIHE Smart Goals and Synopsis of antiracism plan in advance of the session

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**Worksheet: ADFM 2021 DIHE Committee Session**

2-18-21; cjp

**Task:****Jot down below antiracism actions you’ll take in your own dept—**And later turn it into a communicable message, proposal, or plan.

**Hint**: You won’t be able to create actions for everything right now. Pick your top area(s) for growth—where you most need to do something

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|  | **The Three Pillars of DIHE in Family Medicine**from ADFM SMART Goals for DIHE |
| **Action areas from ADFM Antiracism Plan**From synopsis of ADFM action plan | **Care delivery & health** | **Workforce recruitment & retention** | **Learner recruitment & training** |
| Internal work for the organization, e.g.* Tracking diversity of ADFM membership and Board; implicit bias training
* Integrating DIHE in each strategic area and examining written policies

Considering economic investments, e.g. * Where to use economic investments, including where to hold conferences
* Socially responsible investment portfolio

Gathering and sharing data, e.g. ***Equity in research****--a dimension of all 3 pillars:*Equity in care delivery and other research; equity in the research workforce; engaging diverse learners in research in a way that addresses equity issues in research.* On diversity and inclusion in departments and institutions, incl DIHE leader positions
* On patient processes and outcomes
* On AAMC/ACGME benchmarks for fac & resident diversity

Gathering and sharing best practices, e.g.* Recruitment and retention of faculty, staff, leaders, learners from diverse backgrounds
* Creating inclusive environments; training
* Antiracism curriculum for residents, students
* Policies & processes for P&T, community research, building anchor institution networks

Creating space for critical conversations, e.g.* ADFM annual conference sessions on URM, DIHE, antiracism, racial justice
* Statements/op-eds, hot topic calls, webinars
* Weaving DIHE through LEADS and other curricula

Developing active & activated partnerships, e.g.* AAMC equity and justice, sister FM organizations
* Broader advocacy, e.g. LCME requirements, Health Equity Index, rankings w diversity metric
 | ***Patient diversity, inclusion, and equity*****General goal:** Run a care system that is attractive, welcoming, and well-suited to diverse populations—especially those your system draws from or is in a position to serve. Includes seeking equity in care delivery research | ***Workforce diversity, inclusion, and equity*****General goal:** Run a department or organization in which everyone can seek and has a fair chance to gain employment and want to stay—without prejudice of race / ethnicity, culture, etc.Includes seeking equity in the research workforce | ***Learner diversity, inclusion, and equity*****General goal:** Run a learning institution in which everyone can apply and has a fair chance of acceptance, inclusion, and appropriate training without prejudice of race / ethnicity, culture etc. Includes engaging diverse learners in res. enterprise and equity issues in research |
|  | **Jot down here the antiracism actions you will take in your own department***Ask yourself:* First, where do you stand now--your top growth or developmental area? Then, what will you do and how will you start? |  |