

ADFM's Action Plan Toward Becoming an Anti-Racist Organization
Synopsis for use at DIHE annual conference session

DIHE Committee, 11/12/20

With formation of a Diversity, Inclusion, and Health Equity (DIHE) Committee in 2019, the Board began efforts to incorporate DIHE into all strategic areas. Following the murder of George Floyd in May 2020, this is to include being actively anti-racist, as expressed to members in a statement on June 4, 2020 that begins:

“ADFM condemns all violence, especially against people of color who have been more frequently subjected to indiscriminate and unnecessary use of force by police and others in authority. We stand with those who fight for justice”.

The statement goes on to outline what ADFM values and acknowledges. This includes:

“...ADFM asks that each of our member departments and associate members serve as role models for inclusiveness and seek out and embrace opportunities to include individuals with diverse backgrounds, opinions, experience, skills, and capabilities for the betterment of all individuals, their institutions, our organization, and society in general.

Furthermore,

“The ADFM Board remains committed to taking concrete, anti-racist action as an organization and to better support you all in taking action in your own institutions and communities... The Board will be continuing our discussion of specific aims and steps to do our part in moving the needle toward equity and look forward to sharing this with you all in an ongoing way.

An ADFM antiracism action plan later emerged for incorporation in in these areas (condensed here):

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 our economic investments as an organization, e.g.

- Where to use economic investments, including where to hold conferences
- Making sure investment portfolio is socially responsible

Gathering and sharing data, e.g.

- On diversity and inclusion in departments and institutions, including DIHE leader positions
- On patient processes and outcomes
- On AAMC/ACGME benchmarks for faculty and resident diversity

Gathering and sharing best practices, e.g.

- Recruitment and retention of faculty, staff, leaders, and learners from diverse backgrounds
- Creating inclusive environments, including training for inclusion and implicit bias
- Antiracism curriculum for residents and students
- Policies and processes for P&T, community-based research, building anchor institution networks

Creating space for critical conversations, e.g.

- ADFM annual conference session on URM, DIHE, antiracism, racial justice
- Statements/op-eds, hot topic discussions, webinars on institutional racism, health equity, DIHE
- Weaving DIHE through LEADS fellowship curriculum and other ADFM curricula or resources

Developing active and activated partnerships, e.g.

- AAMC equity and justice, sister FM organizations on racism and diversity
- Broader advocacy, e.g. LCME requirements, Health Equity Index, rankings with diversity metrics

These action areas are a “living document” to be updated periodically. Most fit within current strategic plan or operations and require only new thinking, framing, or refocus—integration into work we are already doing as an organization.

Synopsis by CJP