



Moving the Needle on Racial Justice in Medical Education

Thursday, Feb. 18, 3:15 pm ET

Moderators:

ADFM Education Transformation Committee

Michelle Roett, MD, MPH, FAAFP, CPE

Professor and Chair, Family Medicine

Georgetown University Medical Center

Archana Kudrimoti MBBS, MPH

Associate Professor, Residency Program Director

Family and Community Medicine

Meet the Panelists

Candy Magaña, MPA

Director, Center for Primary Care Innovation and Transformation

Assistant Professor-Practice, Department of Family and Community Medicine

Anti-Racism Action Plan Action Group Co-Lead,
Faculty and Staff Training and Development
The Ohio State University College of Medicine

Gina Guillaume MD, MS

Harbor UCLA Family Medicine Department

Damian K. L. Archer, M.D.,

Assistant Dean for Multicultural Affairs,
Clinical Assistant Professor (Family Medicine),
Associate Director of the Sam W. Ho Health Justice Scholars Program,
Chief Medical Officer, North Shore Community

Alexa Mieses Malchuk, MD, MPH

Director, Inclusive Excellence for Faculty
Co-Director, Curricular Innovation for Health Equity
UNC-Chapel Hill School of Medicine

José E. Rodríguez, MD, FAAFP

Associate Vice President, Health Equity, Diversity & Inclusion
University of Utah



**THE OHIO STATE
UNIVERSITY**

WEXNER MEDICAL CENTER

Catalyzing Anti-Racism Action in Academic Medical Centers

February 18, 2021

Candy Magaña, MPA

Director, Center for Primary Care Innovation and Transformation
Assistant Professor-Practice, Department of Family and Community Medicine
Anti-Racism Action Plan Action Group Co-Lead, Faculty and Staff Training and
Development

The Ohio State University College of Medicine

An Imperative to Act: Getting Started

**Wexner Medical Center
and Health Science Colleges**

A C T I O N P L A N

- Begin with an **audacious statement from leadership** to set tone, shared language, and intentions.
- **Engage a diverse team** of partners and allies across the institution and within the community.
- Identify and proactively address potential **cultural and practical barriers** through a strategic planning process.
- **Regularly track progress**—both program and process improvement *and* overall program objectives.



Making Anti-Racism a Core Value in Healthcare Systems

Elevate
the cause

Engage
with opportunities

Empower
people

Equip
with tools and
resources



Elevate the cause

Action groups in this domain raise awareness within and outside the institution, focusing on educational and curricular reform, community engagement, and strategy.

Key initiatives:

- Roundtables On Actions Against Racism (ROAAR)
- Curriculum audit and reform
- OSU strategic plan revisions
- Accountability framework, evaluation, and benchmarking
- Create structural leadership opportunities for lasting change

Anti Racism Action Leadership Action Plan Oversight Committee



Harold Paz, MD, MS
Chancellor



J. Nwando Olayiwola, MD,
MPH, FAAFP
Co-Chair



Autumn Glover, MPA,
MCRP, Co-Chair



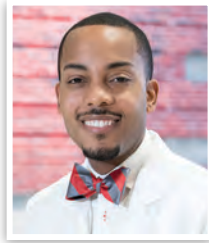
Daniel Clinchot, MD



Leon McDougale, MD,
MPH



Rachit Thariani, MBA



Darrell Gray II, MD,
MPH



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Milly Valverde, MA



Joanne Howard



Alison Mincey, JD



Derrick Wyman, MBA



Joshua Joseph, MD,
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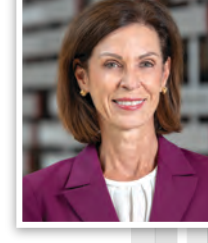
Beth NeCamp, MHI



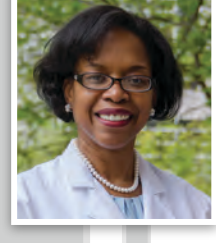
Karla Zadnik, OD, PhD



Kris Kipp, MSN, RN



Andrea Pfeifle, EdD,
PT, FNAP



Cheryl Lee, MD



Raphael Pollock, MD,
PhD

Empowering Anti-Racism Action Groups



Faculty & Staff Training & Development

To bridge, enhance and expand anti-racism training and development programs

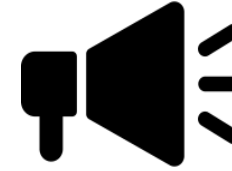
- Education/awareness programs
- Executive/Senior Leadership Training 2.0
- Organizational Training



Data Analytics & Evaluation

To analyze, evaluate and disseminate real-time data that informs ARAP efforts

- Anti-racism & health equity dashboard
- Inventory landscape
- Internal & external data reports



Policy & Advocacy

To improve research, care, and education for minority populations

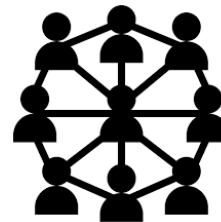
- Colonoscopy campaign for AA pts
- Civic health initiatives
- Increased underserved enrollment in clinical trials



Communications

To richly communicate anti-racism efforts across the enterprise

- Information gatekeeper for ARAP action groups
- Internal communications
- External communications



Population Health & Community Engagement

To foster engagement with diverse stakeholders and develop/promote strategies to overcome racism

- Roundtables on Actions Against Racism (ROAAR)
- Community advisory board
- Inventory of work and partnerships across enterprise



Empowering Anti-Racism Action Groups



Resources & External Partnerships

To form deep and meaningful partnerships to establish sustainable funding

- Donor base and vendor diversity
- Anti-racism fund and grant program
- External funding identification



Education & Training

To incorporate anti-racism/bias education throughout curricula & develop mentoring programs

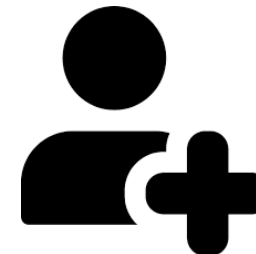
- Integration of education/training on racial healthcare disparities
- education and training on Examination of teaching methods
- K-12 pathway programs



Employee Engagement & Advancement

To increase recruitment, retention, development and mentoring of URM employees

- Policy, standards, and program development
- Career advancement and retention



Patient Experience & Clinical Services

To establish an exemplar practice of patient care free from racism and implicit bias

- Safety in sharing and addressing concerns for patients, faculty/staff
- Anti-racism P3 professional development goals
- Recruit to reflect patients served

Vice Chairs for Diversity, Equity and Inclusion



Bethany Panchal, MD
Vice Chair, Diversity, Equity & Inclusion
Department of Family & Community Medicine



Sabrena Noria, MD, PhD, FACS
Vice Chair, Diversity, Equity & Inclusion
Department of Surgery



Gloria Fleming, MD
Vice Chair, Diversity, Inclusion, Equity & Talent
Department of Ophthalmology and Visual Sciences



Demicha Rankin, MD
Vice Chair, Diversity, Equity & Inclusion
Department of Anesthesiology



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Zarine Shah, MD
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Department of Radiology



Arwa Shana'ah, MD
Vice Chair, Diversity, Inclusion, Equity & Talent
Department of Pathology

Comment | Published: 17 July 2020

How academia should respond to racism

Darrell M. Grav II  Joshua I. Josenh, Autumn R. Glover & J. Nwando Olayiwola

Nature Review

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Sections

Figures

References

Fig. 1: The framework for an anti-racism action plan

The Ohio State Health Sciences



HealthAffairs

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TOPICS

JOURNAL

BLOG

RELATED TOPICS:

RACISM | COVID-19 | SOCIAL DETERMINANTS OF HEALTH | COMMUNITY HEALTH CENTERS | EDUCATION
| ORGANIZATION OF CARE

Making A THE LANCET Medicine

J. Nwando Olayiwola,

Access provided by OHIO STATE UNIVERSITY

AUGUST 25, 2020



PERSPECTIVES | THE

Seven mo
racism

J Nwando Olayiwo

Published: August

PERSPECTIVES



Sounding the Alarm: Six Strategies for Medical Students to Champion Anti-Racism Advocacy



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Authors Fadoju D, Azap RA, [Olayiwola JN](#) 

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Engage with opportunities

Action groups engage employees, faculty, staff, students, and other learners and stakeholders in grassroots efforts and cross-sector, interdisciplinary, institution and community-wide learning and action.

Key initiatives:

- Cross-departmental town halls and listening sessions
- Pathways for Black students that begin in elementary school and include mentorship and scholarships
- Support the learning, training and clinical delivery environment



Equip

with tools and
resources

Action groups offer material support and resources through scholarships, funding, training, toolkits, people, positions, and pathways that support anti-racism.

Key initiatives:

- Universal, mandatory implicit bias training and refreshers
- Universal, mandatory training on health equity in clinical decision-making
- Standardize communications and resources offered at various touchpoints- entry, new hire, annual reviews
- Partnerships with the community to invest in housing, employment, and telehealth literacy and access (including affordable broadband)

Empower people

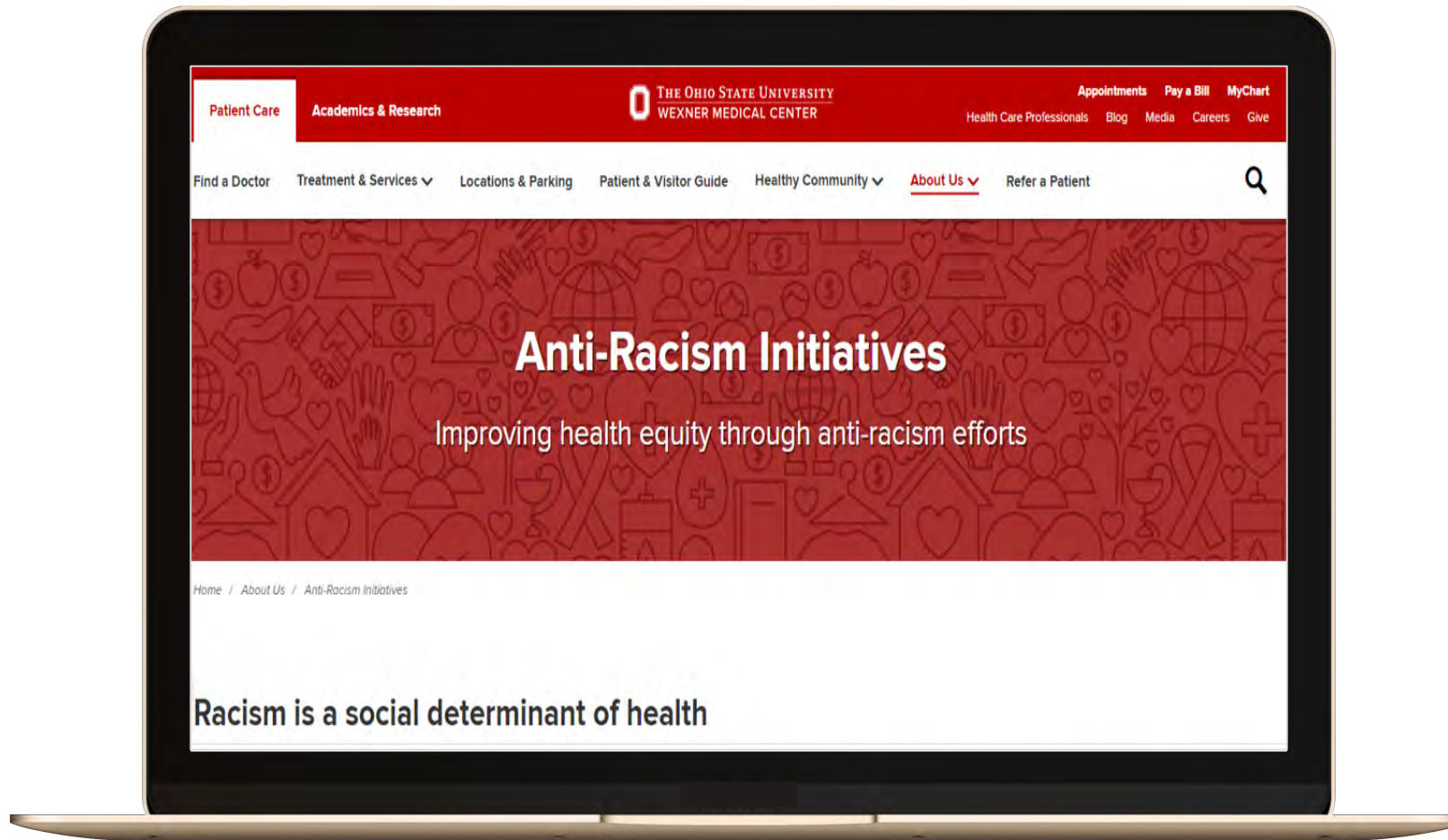
Action groups empower patients, communities, and employees with an anti-racist culture that encourages individuals to speak out against racism, invests in the voices of the unheard, and leads comprehensive evaluation efforts to demonstrate impact.

Key initiatives:

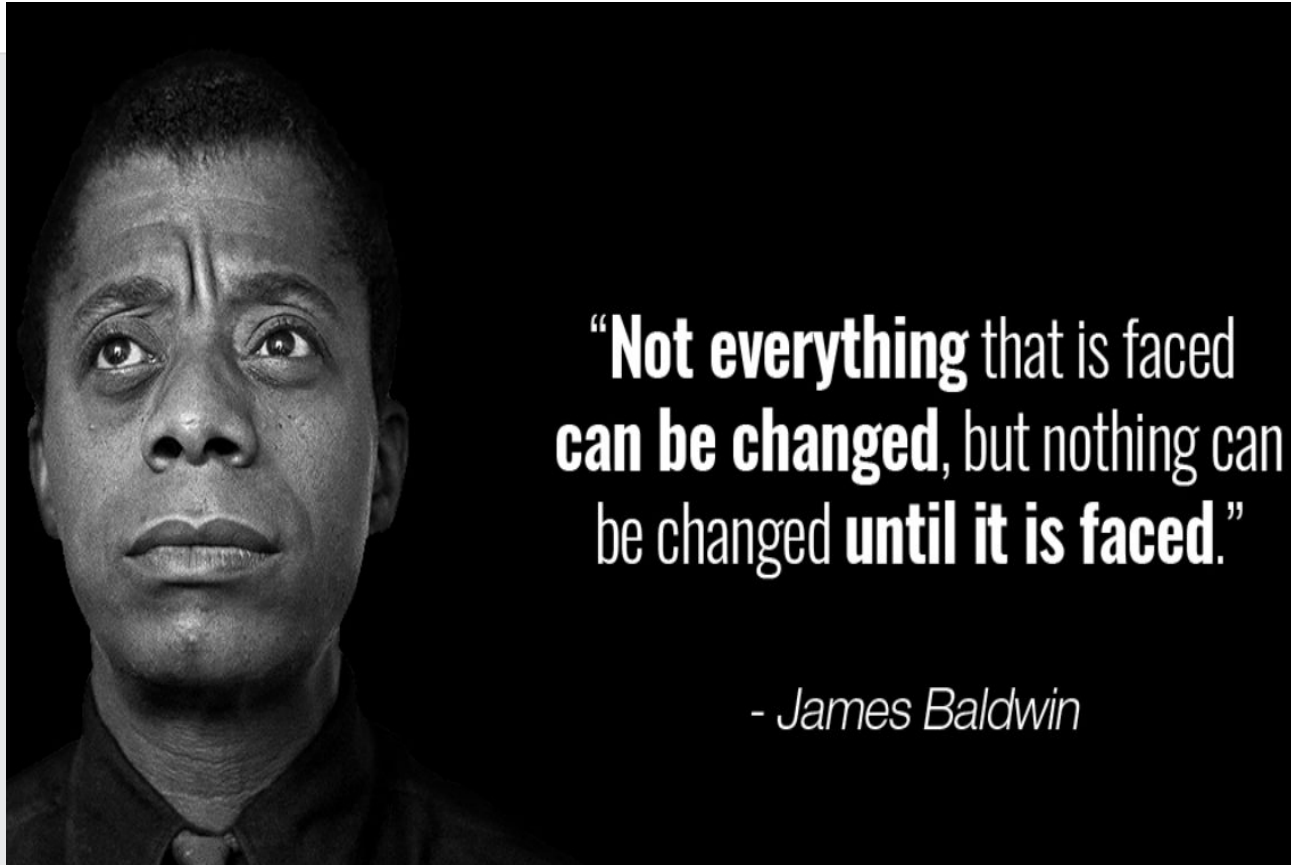
- Stop the Line
- Voter registration
- 21 Day Anti-Racism Challenge & Self Reflection
- Local, regional, and state advocacy
- Investment in Black and minority-owned businesses

Create Ways to Connect

wexnermedical.osu.edu/about-us/anti-racism-initiative



Key Lessons Learned



- Health systems play a critical role in **health equity** and **anti-racism** efforts. Do not shy away from the conversations.
- Need to have an **audacious commitment from the highest levels of leadership** to set tone, shared language, and intentions.
- **Diverse leadership teams** of partners and allies across the institution and within the community should be empowered for action.
- Identify and proactively address potential **cultural and practical barriers** through a strategic planning process.
- **Regularly track progress**—both program and process improvement *and* overall program objectives.



Harbor UCLA
Family Medicine

Where Do We Go from Here: Chaos or Community?

Harbor-UCLA Department of Family Medicine

Gina Guillaume, MD (PGY-4) Community Health Fellow



Create Safe Spaces



1. **Department-wide Debriefs** as emergency response to racial injustices
2. **Faculty Meeting** for racial justice and health equity
3. **Department-wide Workgroup** to address racial injustice
4. **Department-led Workshops** for implicit bias stereotypes

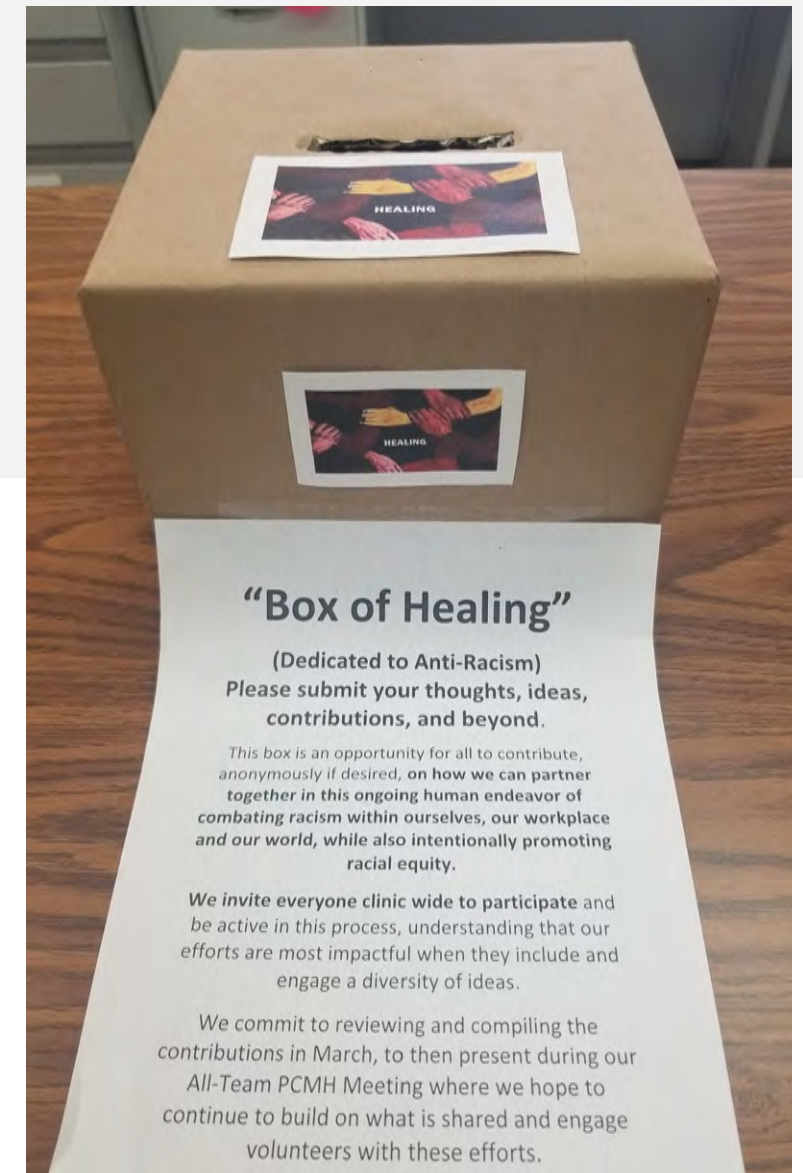
Dynamic Community Engagement



- Hospital-wide Health Equity Lecture Series :: Education
- Black Lives Matter :: Engagement
- Summer Urban Health Fellowship (SUHF) :: Pipeline

Amplify Black Voices

- Affinity Groups
- Black History Month Newsletter
- Box of Healing



Thank You

Community Health Fellow::

Gina Guillaume, MD

gguillaume@dhs.lacounty.gov

Chair ::

Heather Schickedanz, MD

hschickedanz@dhs.lacounty.gov

www.harbor-ucla.org/family-medicine/

@harboruclafmrp



Harbor UCLA
Family Medicine

Moving The Needle on Racial Justice in Medical Education: A Clerkship Teaching Example

Damian K. L. Archer, M.D.

Asst. Dean for Multicultural Affairs,
Assistant Professor, Family Medicine
Tufts University School of Medicine

February 18, 2021

Tufts FM 3rd Year Clerkship

6 weeks

Interactive Didactics on Fridays

Themed Didactic days

Intentional focus on cultural humility

And we needed to do more....

Racism, Bias and Microaggressions in Clinical Care

Goal: To improve awareness, capacity and skills to address racism, bias and microaggressions in the clinical setting.

Objectives:

At the end of this session the engaged participant will be able to:

- Recognize the impact of racism, bias and microaggressions on the health of patients, their families and the care team
- Create a plan to advocate and support patients impacted by racism, bias and discrimination.
- Identify and respond to microaggressions

Method: Agreements, Case Discussion, Brief Theoretical Overview, Large & Small Group Discussions

Student Evaluation: “Take homes”, Exam Questions

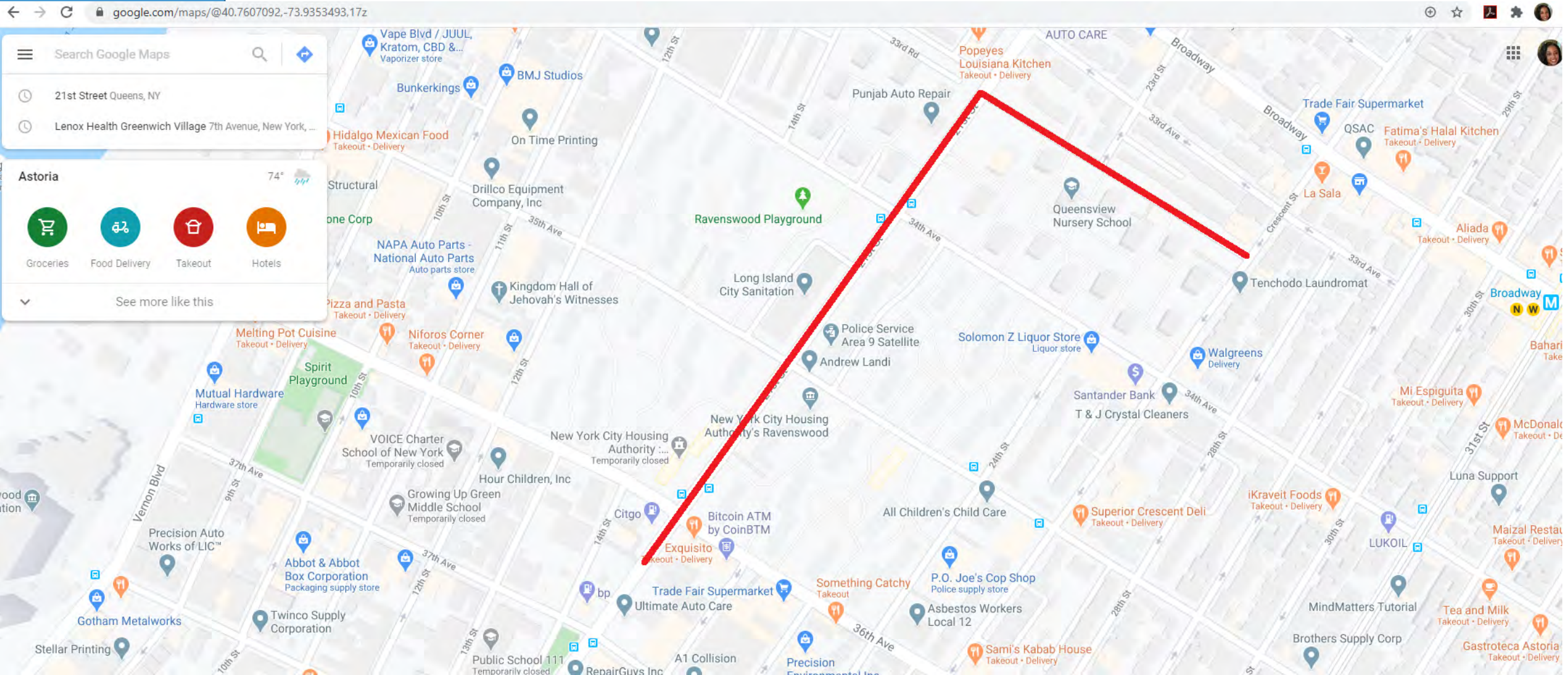
Curricular assessment:: Student Feedback, End of Clerkship Faculty Department Reviews

Social Justice Curricula in Undergraduate Medical Education

Alexa Mieses Malchuk, MD, MPH

ADFM Annual Conference
February 18, 2021

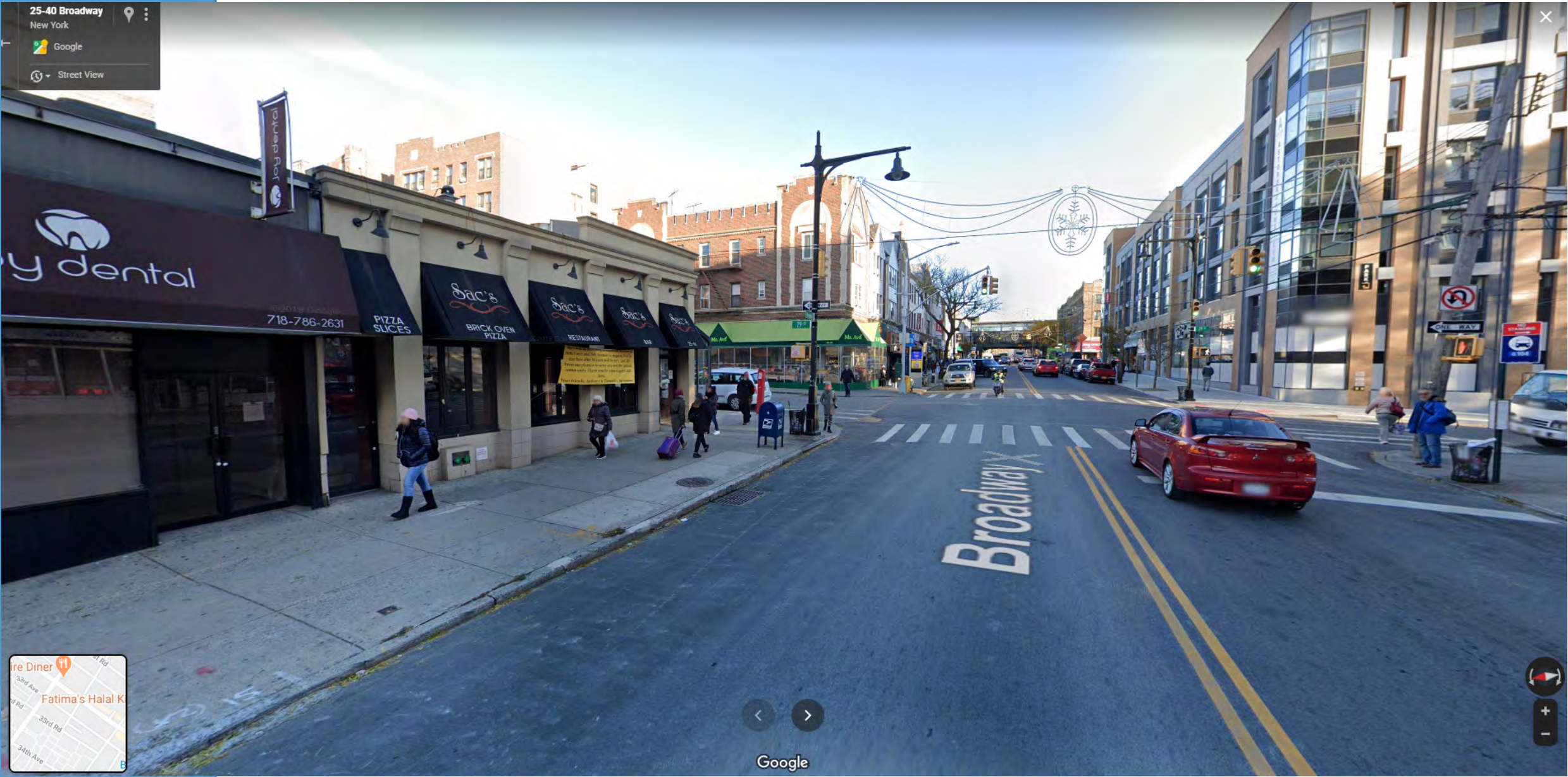




25-40 Broadway
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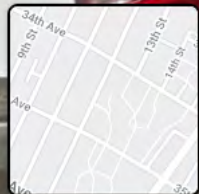


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Background

- Need to improve social justice instruction/education & the way in which students experience the UME curriculum overall
- UNC's Social and Health Systems course
- Co-Director of Curricular Innovation for Health Equity
- A group of passionate and experienced educators came together, under the charge of the Vice Dean of Academic Affairs, to embed social justice and antiracism throughout UME



Social Justice Curricular Task Force

- Led by Vice Dean for DEI
- Three workgroups: curricular innovation; learning environment; faculty development
- 42 recommendations made to the SOM's Education Committee and Deans of Academic Affairs, Student Affairs, and Admissions

Recommendations

- Curricular Innovation Aims:
 - removing bias from all courses
 - developing a relationship- and case-based curriculum
 - de-prioritizing multiple choice tests in student assessments
 - developing an advocacy curriculum
 - holding faculty members accountable for demonstrating competency in social justice concepts.
- Learning Environment Aims:
 - analyze the hidden curriculum
 - embed experienced and inclusive counselors
 - train residents on social justice
 - revise admissions processes to recruit future physicians that reflect the state's population.
- Faculty Development Aims:
 - supporting the integration of social justice content in all teaching
 - incentivizing social justice contributions in bonuses and promotions
 - improving recruitment and support of underrepresented faculty members.

Next Steps

- Implementation
- Evaluation
- Dissemination

Acknowledgements

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- Julia Draper, MS4
- Julie Byerly, MD, MPH



@DrAlexaMM

www.DrAlexaMieses.com



alexa_mieses_malchuk@med.unc.edu



Any questions?

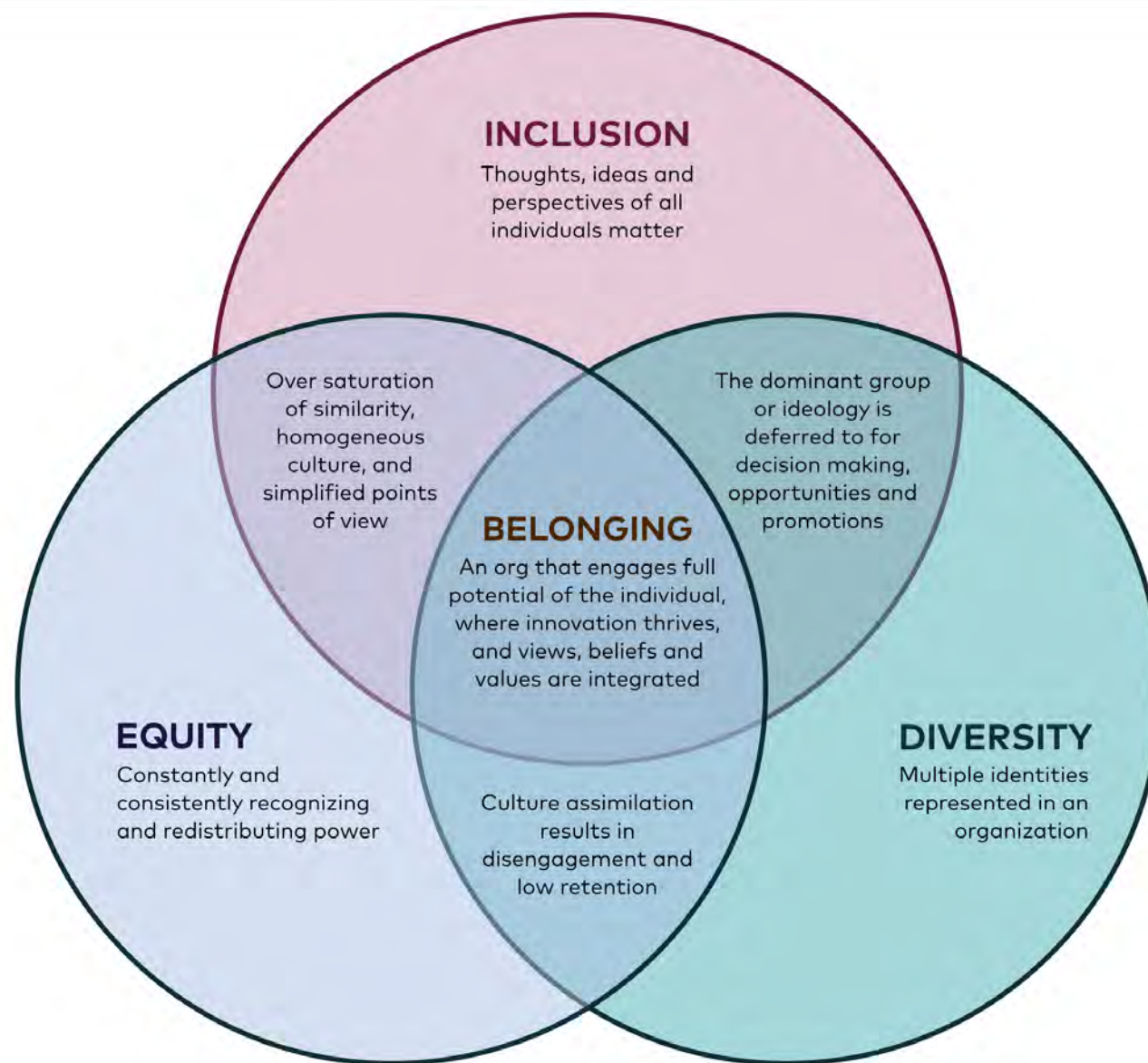
BECOMING AN ANTI-RACIST ORGANIZATION

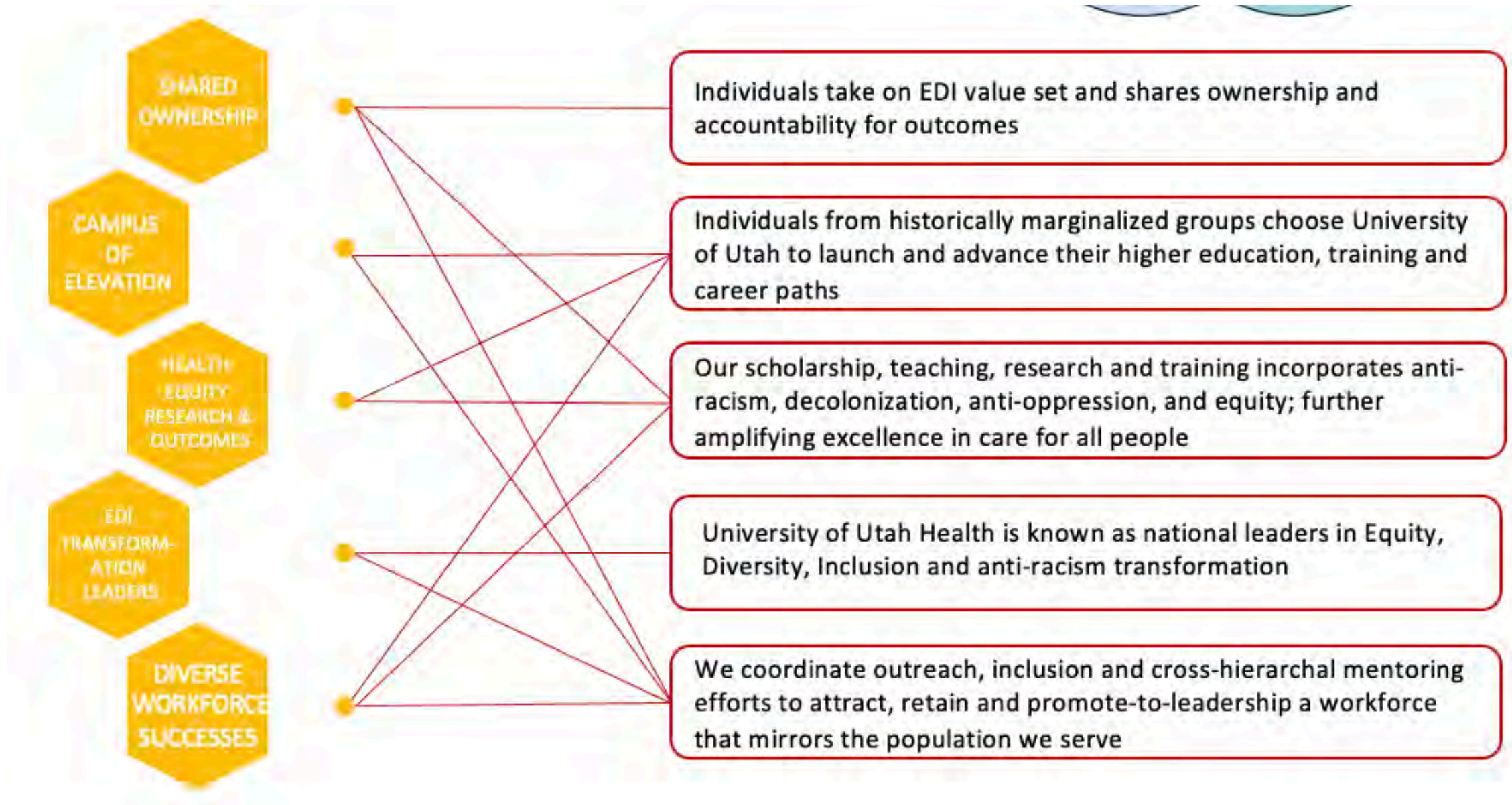
José E Rodríguez (MD, FAAFP)

Associate Vice President for Health Equity, Diversity, & Inclusion

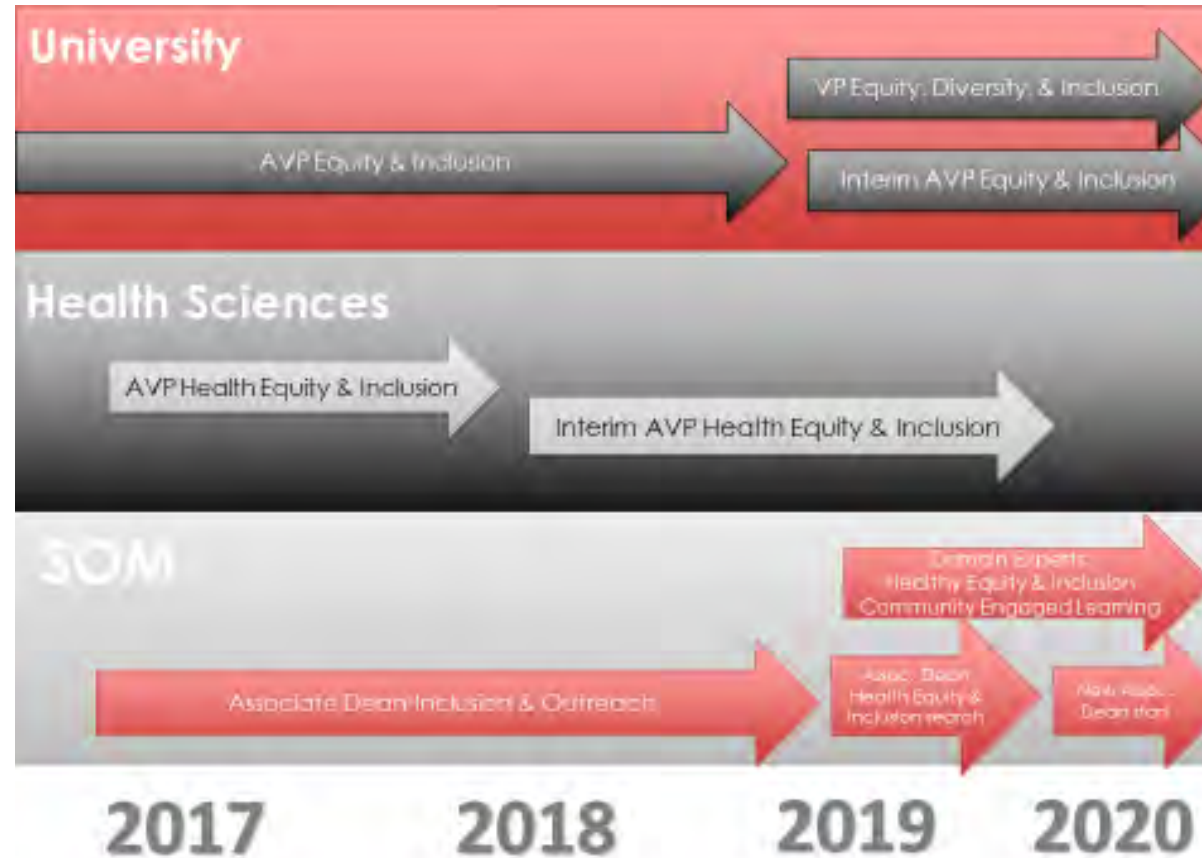
D's of Dismantling Racism

Deliberate	The journey toward diversity is fueled by intentionality. There is little or no accidental diversity in any group (faculty, staff, or trainees)
Difficulty	The journey requires non-conventional thinking, a willingness to look beyond what has been done in the past, and the realization that recruitment systems are perfectly designed to get the present results
Diluting	The journey towards diversity requires focus on specific groups. When all diversities are considered equal, we dilute our diversity efforts. Our institution has chosen to focus on the following diverse groups for recruitment: American Indian/Alaska Native, Black or African American, Latinx, Native Hawaiian or other Pacific Islander, and Women of all races and ethnicities.
Desirable	As we become a more diverse team, we become smarter, more valuable, and the quality of our care increases.





Structural Transformation



DEAR WHITE PEOPLE

- Listen to Black people and other people of color
- Support leaders in and advocates for vulnerable communities with tangible resources that include not only money, but also your time, expertise, and your voice
- Identify, sponsor, and mentor your colleagues of color to serve as leaders
- Acknowledge your role in preserving terms of leadership for yourself without proactively seeking more diverse voices at decision-making tables. Recognize the BIPOC voice and talent in your organization and promote or foster their roles in leadership
- Explore your own biases, uproot them, and dismantle them
- Shoulder the responsibility of learning about the roots of systemic and institutionalized racism in the United States and actively teach this history to others. Remember that it is a privilege to educate yourself about systemic and BIPOC racism, when the alternative is to experience it
- Apply an anti-racist equity lens to every decision you make and seek out structured tools to help you do this consistently and with accountability⁹
- Use your privilege to advocate for systematic changes in our society to truly address anti-Black racism and systemic racism, as well as the social determinants of health

SHARE THE POWER OF WHITE PRIVILEGE

Individual steps to share the power of white privilege [16]

I try to diversify the groups I work with, promoting the hiring of more people of color.

I co-present on white privilege with persons of color.

I listen and respond as an ally to people of color, acknowledging their contributions to mostly white organizations.

I never assume that a person of color speaks for their whole racial group, and I explain that I speak only for myself.

I assume that everyone I work with has earned their position.

Institutional steps to share the power of white privilege

Intentional underrepresented minority faculty cluster hiring.

Training to recognize impact of white privilege on underrepresented minority faculty, staff and students.

Highlighting and promoting accomplishments of underrepresented minority faculty; creating underrepresented minority affinity groups to reduce isolation; conducting training on allyship.

Increasing underrepresented minority faculty representation to ensure multiple voices of color.

Viewing racial/ethnic diversity as an essential asset to the institution that improves teaching, scholarship, and health outcomes.

BLACK LIVES MATTER

Education Transformation Committee Meeting Friday Feb 19th at 11am ET