

AIAMC 2021 WEBINAR SERIES
One per month (March–November) at 1:00 pm Eastern Time

May thru August: AIAMC “Series within a Series”: Justice, Equity, Diversity & Inclusion

March 4	<p>Workforce Psychological Health During a Pandemic in a Large Academic Medical Center: Who’s in Charge?: Lahey Hospital & Medical Center <i>Laura T. Safar, MD, Vice Chair of Psychiatry</i> <i>Kendea Oliver, PhD, Associate Psychologist</i> <i>Erica Savino- Moffatt, LHMC, RN, NP, Staff Nurse Practitioner</i> <i>Jennifer Almeida, LICSW, Staff Social Worker</i></p>
	<p>Our large, tertiary care academic medical center took care of patients with Covid-19 starting early in the pandemic - a time of fear and uncertainty. The role of our Psychiatry Division was to provide psychological support for colleagues deployed to the frontlines. The Division’s interventions included a warm line, skills-based support groups, debrief support groups, and individual psychotherapy and medication management treatment. We share lessons learned, including: The importance of offering the right intervention, at the right place, at the right time. To discern the aspects of colleagues’ psychological health that fall under the scope of mental health interventions in the workplace; those that are best addressed by colleagues’ private relationship with their health providers; those related to characteristics of the workplace, such as feeling safe, valued, and respected, which fall under the scope of the institution’s leadership. This is an interactive session. We will present Case Vignettes that will be used to trigger small groups’ discussion.</p>
April 1	<p>Lessons Learned from the AIAMC National Initiatives: Teamwork, Engagement and Sustainment <i>Rob Dressler, MD, MBA, Quality and Safety Officer, Academic and Medical Affairs, ChristianaCare</i> <i>Virginia “Ginny” Mohl, MD, PhD, DIO and Medical Director Education, Billings Clinic</i> <i>James “JP” Orlando, EdD, Chief GME Officer, St. Luke’s University</i> <i>W. John Yost, MD, Vice President for Medical Education and Research, UnityPoint Health – Des Moines</i></p>
May 6	<p>DEI, Anti-Racism Competencies, and the Clinical Learning Environment <i>Lisa Howley, PhD, Senior Director of Strategic Initiatives & Partnerships in Medical Education, AAMC, and Select NI V Team Leaders</i></p>
June 3	<p>I Wish I Had Said Something... Learning to Be an Active Bystander/Upstander In the Face of Microaggressions: Lahey Hospital & Medical Center <i>Jalil Afnan, MD, MRCS, Designated Institutional Official</i> <i>Anne Mosenthal, MD, FACS, Chief Academic Officer</i> <i>Sheri Keitz, MD, PhD, Chair, Department of Medicine</i> <i>Elizabeth Nilson, MD, MPH, FACP, Program Director, Internal Medicine</i></p>
	<p>Microaggressions continue to surface during daily interactions with patients, among caregivers and elsewhere in our Healthcare organizations. This has a negative impact on healthcare access and delivery, education and undermines personal and team well-being. This session will define microaggressions, provide historical</p>

	<p>context and current impact on Healthcare Institutions. Facilitators will lead participants in a review and discussion of microaggressions based on real vignettes. There will be a focus on how to challenge these behaviors, mechanisms to report such occurrences and expectations for Leadership and Institutional response. Key points will be reviewed in a final session, and participants will receive a list of reference publications and notable National initiatives that support best practice.</p>
July 15	<p>Approaching Equity, Diversity & Inclusion (EDI) Across Medical Education – 3 Approaches and Cross Cutting Themes: Aurora Health Care, Lahey Hospital & Medical Center and TriHealth <i>Deborah Simpson, PhD, Director – Education, Aurora Health Care</i> <i>Steven D. Johnson, MD, DIO and VP, Academic Affairs, TriHealth</i> <i>Anne C Mosenthal MD, FACS, Chief Academic Officer, Lahey Hospital & Medical Center</i> <i>Jacob Bidwell, MD, DIO, and VP, Academic Affairs, Aurora Health Care CONFIRMED</i></p>
	<p>Medical educators have long recognized the need to address Addressing Equity, Diversity, and Inclusion (EDI): from trainee and faculty recruitment to education and to trainings on implicit bias and policies. Often each of these approaches is undertaken in isolation due to time/resources despite recognizing their interactive effects. This session will highlight three AIAMC members’ comprehensive EDI medical education plans with progress and metrics to date. Participants will be divided into small breakout groups to identify additional EDI activities undertaken by participants and metrics with each breakout co-facilitated by planning members representing two of our three organizations to optimize perspectives and report outs. Facilitators will report out their small group’s findings and explore opportunities for collaboration across organizations. Closing comments from session leaders along with a curated reference and resource list will be provided.</p>
August 5	<p>Recruiting for Today and Tomorrow: Diversity and Wellness in the Clinical Learning Environment <i>Becky Fleig, MEd, Administrative Director, Graduate Medical Education, TriHealth</i> <i>W. John Yost, MD, VP for Medical Education and Research, UnityPoint Health – Des Moines</i></p>
	<p>Using a case-based format, attendees will share experiences and best practices in two key areas of recruitment: diversity and wellness. Participants will have the opportunity to compare and contrast and focus on both different practices and results. This workshop will be highly interactive and offers an excellent opportunity for networking with AIAMC colleagues.</p>
September 2	<p>AIAMC Book Club: <i>Crazy Brave</i> Crazy Brave: A Memoir: Harjo, Joy: 9780393345438: Amazon.com: Books <i>Virginia “Ginny” Mohl, MD, PhD, DIO and Medical Director Education, Billings Clinic</i> <i>James Dalton, MD, Director of Medical Education, Bassett Medical Center</i></p>
	<p>Back by popular demand is the 4th Annual AIAMC Book Club! The AIAMC Book Club selection for 2021 is the excellent memoir Crazy Brave by Joy Harjo, the First Native American Poet Laureate of the United States. Joy Harjo's memoir is the perfect companion to the journey we are taking as a community of healthcare leaders and educators. As we arise from the complexities of the COVID 19 pandemic an all that we have learned, let us take an opportunity to stretch ourselves and better understand how our differences are truly our strengths. Part</p>

	<p>poetry, part unflinching hard truths and part spiritual quest, Crazy Brave offers us a space to break open to find our own voices, improve our ability to listen, and to see through the vision of this uniquely gifted artist. We recommend you consider experiencing this book as an audible narration as hearing the stories and poetry in Joy Harjo's own voice is a true gift.</p>
<p>October 7</p>	<p>Simulation Training for the Multi-Disciplinary Team: OhioHealth Riverside <i>Karen D'Angelo, MD, Associate Program Director, OB-GYN</i> <i>Brad Gable, MD, MS, FACEP, System Medical Director, OhioHealth Simulation</i> <i>Stephanie McGill, DO, PGY-3 OB-GYN Resident</i></p>
	<p>In this interactive workshop, you will develop your own multi-disciplinary simulation to train your learners for a high-acuity, low-frequency event. We will discuss the different simulation environments and modalities as well as walk through the planning and execution of a multi-disciplinary simulation. Formal debriefing and its importance will be reviewed. We will examine enablers and barriers to implementing multi-disciplinary simulation. Lastly, we will share our survey results and how these simulations have been beneficial to our learners, and patients.</p>
<p>November 4</p>	<p>Telling the Story of GME's Value to Health Care System Using Evidence that Matters: Aurora Health Care <i>Deborah Simpson, PhD, Director - Education</i> <i>Jacob Bidwell, MD, DIO, and VP, Academic Affairs CONFIRMED</i> <i>Tricia La Fratta, MBA, Manager, Graduate Medical Education</i> <i>Colleen Nichols, MD, Program Director, Transitional Year</i></p>
	<p>It's budget time and you've been advised (again) that budgets are "tight", "reduced", "constrained". How can you use evidence to demonstrate your value to these and other key stakeholders (e.g., board, medical group leadership, foundation donors)? Using a stepwise key stakeholder driven evaluation approach we identified what system leaders' value regarding our GME programs, then compared that with what our GME leaders' value, and identified associated evidence to demonstrate GME's return on investment to the system. This interactive session will review our approach and findings with session participants actively engaged in identifying evidence that matters and communication strategies to enable them to tell the story of GME's value to their stakeholders. Closing comments from session leaders along with a curated reference and resource list will be provided.</p>