



AiAMC
Alliance of Independent
Academic Medical Centers



AMN[®]
Healthcare

Physician Diversity: Building a URM Talent Pipeline At Your AMC

AIAMC/Vendor Partner Webinar Series

July 16, 2020

Today's Presenters



Bernard Godly, MD, PhD, MBA
Lead Physician Executive
AMN Healthcare



Alden Landry, MD
Assistant Dean for Diversity and
Community Partnership
Harvard Medical School



Partnering for Your Success

Building a URM Talent Pipeline at Your AMC



Opportunities

13%



Opportunities

13%

3.6%



Opportunities

13%

3.6%

7%



Diversity & Excellence

- Hard problems and complex organizations are best addressed by diverse teams
- Diverse teams see the world in a different way and with different problem-solving tools



Diversity & Excellence

- Hard problems and complex organizations are best addressed by diverse teams
- Diverse teams see the world in a different way and with different problem-solving tools
- Avoids group think



Diversity & Excellence

- Hard problems and complex organizations are best addressed by diverse teams
- Diverse teams see the world in a different way and with different problem-solving tools
- Avoids group think
- Identity diversity is a proxy for cognitive diversity because of different life experiences



Diversity & Excellence

- Hard problems and complex organizations are best addressed by diverse teams
- Diverse teams see the world in a different way and with different problem-solving tools
- Avoids group think
- Identity diversity is a proxy for cognitive diversity because of different life experiences

FUNCTIONAL VALUE



Strategic Imperative

- Organizational buy-in and commitment
- Organizational goals



Gap Analysis

- Demographic survey of clinicians
- Comparative Analysis with AMC's service area demographics



Design

- Pilot Program
- Optimal Clinical Unit



Our Approach

Multi-pronged URM clinical pipeline development

4 Main Pillars

- 1) Recruiting and retaining high potential current trainees
- 2) Building the front end of the pipeline
- 3) Targeting recruitment of URM faculty(mid-career)
- 4) Creating an inclusive environment



Considerations

- ✓ Leadership buy-in



Considerations

- ✓ Leadership buy-in
- ✓ Primary Care v. Specialty



Results

- Track results
- Adapt
- Expand



Thank You

Dr. Bernard Godley



409-392-6601



bernard.godley@amnhealthcare.com



Health Equity and Workforce Diversity

Alden M. Landry MD MPH

Assistant Dean, Office for Diversity Inclusion and Community
Partnership

Harvard Medical School

542 > 515

Altering the Course

BLACK MALES IN MEDICINE



VCP25

Visiting Clerkship Program 25th Anniversary Celebration

CELEBRATE THE PAST
REAFFIRM THE PRESENT
COMMIT TO THE FUTURE



Intentional Efforts towards Diversity, Inclusion and Belonging

One Department's Journey



BIDMC Emergency Medicine

Harvard Affiliated Emergency Medicine Residency (HAEMR)

About Our Program >

Virtual Medical Student Experience

Our Faculty

Our Residents >

Academics >

How To Apply >

About the BIDMC HAEMR Virtual Experience

The Harvard Affiliated Emergency Medicine Residency at BIDMC's virtual medical student experience will be a comprehensive overview of our residency since most clerkships and student rotations are on hold temporarily. The COVID-19 pandemic has changed many things in medical education, including limits on how students interested in emergency medicine engage in away rotations. We hope this virtual experience will help you get to know our residency program under these unique circumstances, and we encourage interested students to apply with us in the fall. We will also provide interested medical students with opportunities for clinical education and career mentorship that they might not have during the 2020-2021 application cycle.



To nurture a **diverse, inclusive** community dedicated to alleviating suffering and improving health and well-being for all through excellence in teaching and learning, discovery and scholarship, and service and leadership.

Mission Statement of Harvard Medical School



Questions?

Alden Landry MD MPH
alandry@bidmc.harvard.edu
@AMLandryMD