



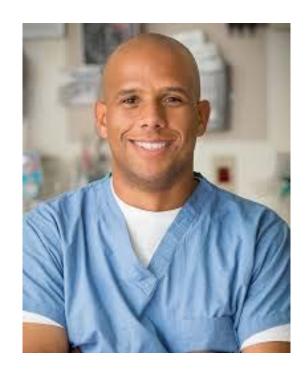
#### Physician Diversity: Building a URM Talent Pipeline At Your AMC

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





Opportunities

13%



Opportunities

13%

3.6%



Opportunities

13%

3.6%

7%





- ➤ 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



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### Strategic Imperative

- Organizational buy-in and commitment
- Organizational goals





#### **Gap Analysis**

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

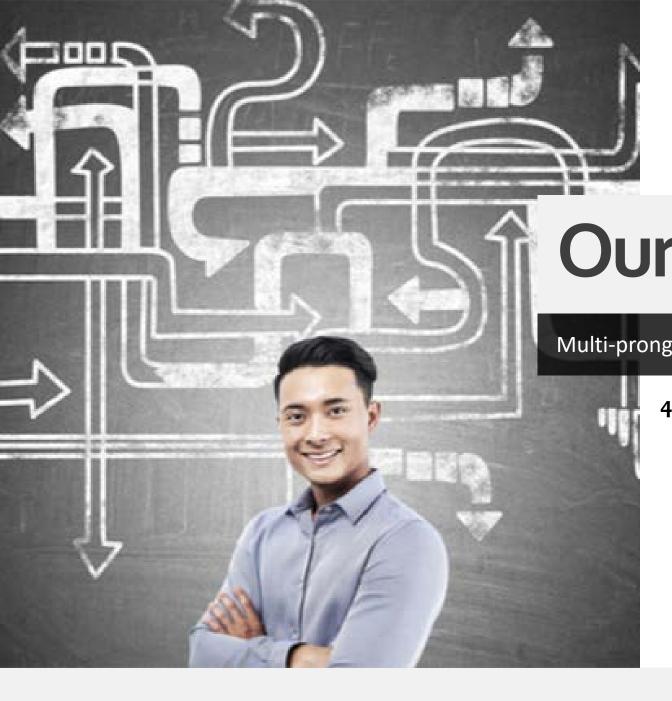




#### Design

- ☐ 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





#### **ThankYou**

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# 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

Association of American Medical Colleges



#### VCP25

CELEBRATE THE PAST REAFFIRM THE PRESENT COMMIT TO THE FUTURE





# Intentional Efforts towards Diversity, Inclusion and Belonging

One Department's Journey

#### BIDMC Emergency Medicine

#### rvard Affiliated ergency Medicine idency (HAEMR)

out Our Program	>	
rtual Medical Student Experience		
or Faculty		
ur Residents	>	
ademics	>	
w 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 wellbeing for all through excellence in teaching and learning, discovery and scholarship, and service and leadership.

Mission Statement of Harvard Medical School



#### Questions?

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