Antiracism and DEI at Home:
An In Depth Look at Your Healthcare System and Residency Programs

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Disclosures

None

Objectives

1. Define inclusion and antiracism
2. Reflect on the current inclusion efforts within your health system
3. Examine common personal and system barriers for antiracism work
4. Develop goals for antiracism work within your healthcare system/residency programs

WE GOT THIS!

Photo Credit: Clay Banks unsplashed.com

Activity #1

Describe inclusion efforts at your graduate medical education program and within your health system

Activity #1A

Independently review current practices within your program/health system

2 minutes

Activity #1B

With a partner, evaluate these practices through the lens of inclusion and the lens of antiracism

2 minutes

Activity #1C

With a partner, consider the strengths, weaknesses, opportunities, and/or threats of these practices as they pertain to the goal of creating an antiracist culture

2 minutes

Activity #1D

Describe inclusion efforts at your graduate medical education program and within your health system

Share with the group

4 minutes

Barriers

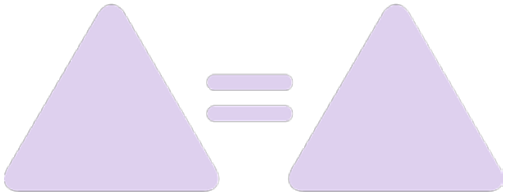
- Ourselves
- Departmental support
- Competing tasks
- Multidisciplinary engagement

Implicit Bias

Automatic attitudes about members of distinct social groups that unconsciously affect our beliefs or actions

Everyone has it

Doesn’t always align with our beliefs

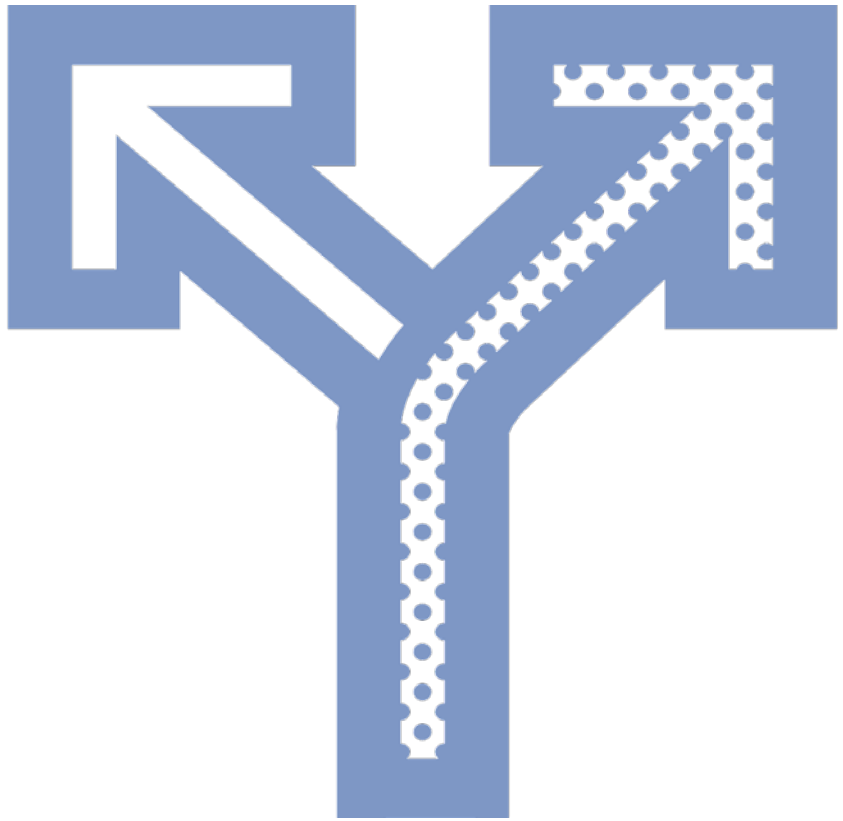


Tends to favor our own ingroup

Credit: Cultural Complications Curriculum (UM/UMD)

Conscious Values

Implicit Bias



Credit: Cultural Complications Curriculum (UM/UMD)

Assembling Your Team

- Stakeholder analysis
- Cognitive diversity

Assembling Your Team

- Cognitive diversity
  - Ideas, problem solving methods, perspectives, lived experiences
  - Especially important within medicine
  - Alternate is group think

Activity #2

Develop Long Term Goals for your Program

Activity #2A

Reflect on any personal barriers or biases that need to be addressed

2 minutes

Activity #2B

Identify allies and barriers in your department

2 minutes

Activity #2C

Create one long term goal for your program

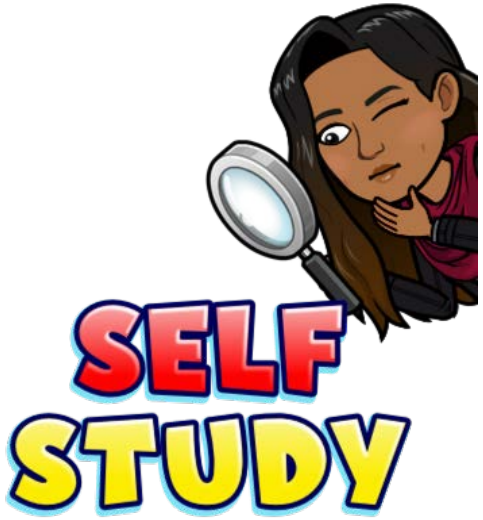
1 minutes

Activity #2D

Questions?

Concerns?

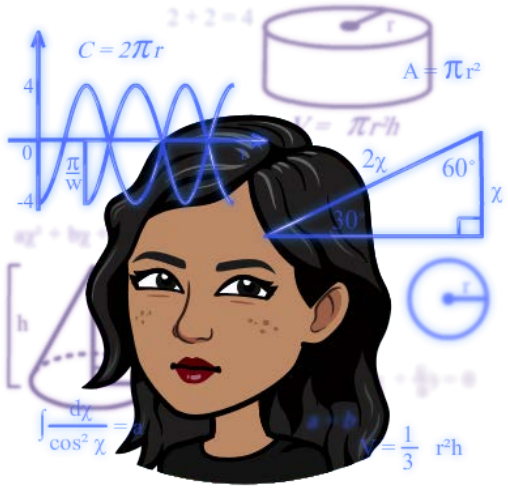
Reflections?


SELF
STUDY

SQUAD

I'm here
to talk

Our Path


C = 2πr
A = πr²
2χ
60°
30°
χ

SEAL OF
APPROVAL

you are
WORTHY

I GOT YOUR
BACK

Activity #3

Transforming Your Long Term Goals into SMART Objectives

10 minutes

Activity #3A

- **Specific:** Concrete, detailed, and well defined
- **Measurable:** Allows for means of quantification and comparison
- **Achievable:** Feasible, easy to put into action
- **Realistic:** Considers constraints such as resources, personnel, cost, time
- **Time-Bound:** Sets boundaries around the objective

Credit: CDC Develop SMART Objectives

Activity #3B

Share your long term goals and SMART objectives

10 minutes

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