A single orange balloon floats in the upper right quadrant of the frame, its string extending downwards. Below it, a vast field of dark blue balloons stretches towards the horizon, creating a sense of depth and scale. The background is a soft, light blue gradient.

# AIAMC 2021: Uniting for Transformational Change

Plenary 2: Panel of Residents, Influencers and Response

Kyla Terhune, MD, MBA

AIAMC, March 2021

# Disclosures

- None financial

# 2020: A Year of Response

- The best response is one that is organized and built on values not created for the first time in 2020.
- It is absolutely the medical center's lane to tackle "difficult" problems that affect all of us.
- So how do we move forward?

2020



Nashville



What Happened Prior?



Lessons Learned for Beyond

100 ACGME Programs  
25 non-ACGME Programs  
1100 Residents and Fellows  
(July 2019)





December 2020



2020-21



Feb 2021



June 2020



March 2020



Was 2020 that different?

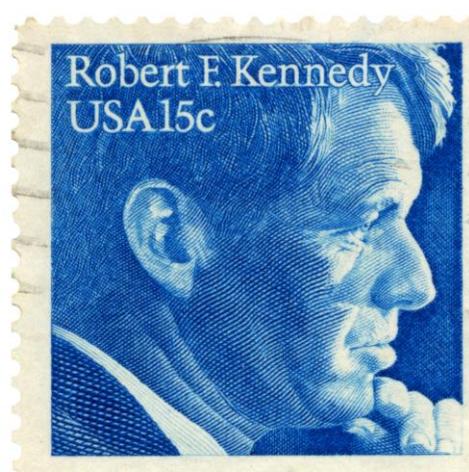
1968



<https://www.cnn.com/interactive/2018/05/world/1968-cnnphotos/>

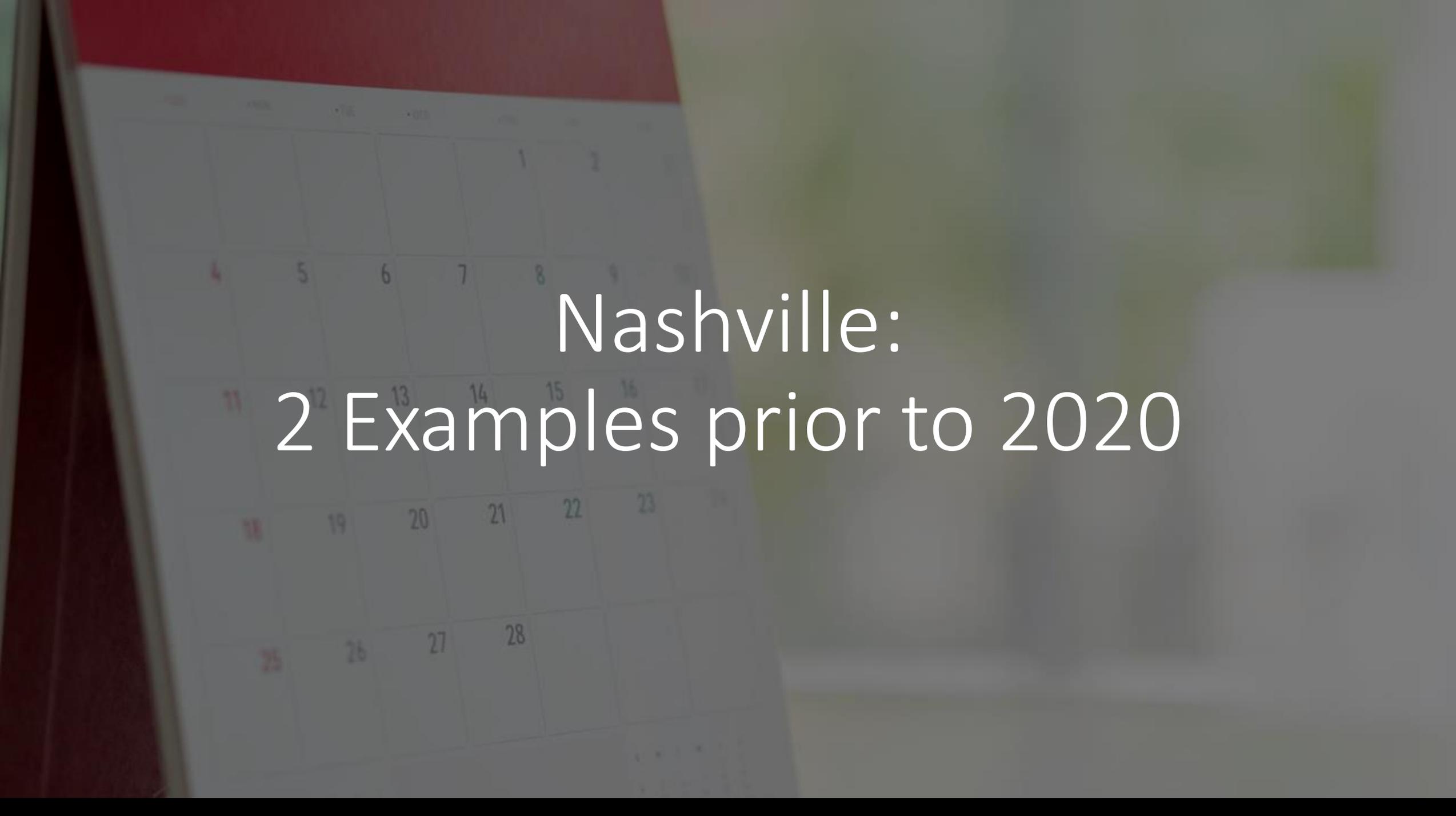


<https://www.cnn.com/interactive/2018/05/world/1968-cnnphotos/>



If we think 2020 is  
unprecedented, we haven't  
learned our first lesson.





Nashville:  
2 Examples prior to 2020

# Example 1: Social Justice

As Program Director, was asked to have trainees present research presentations, but the location was one with a known history of racism.

Decision: No.

Response: Worked with the organization to move the venue.

Simple stance:

A place that was very easy for some residents to present was a very difficult place for others to even walk through the door.



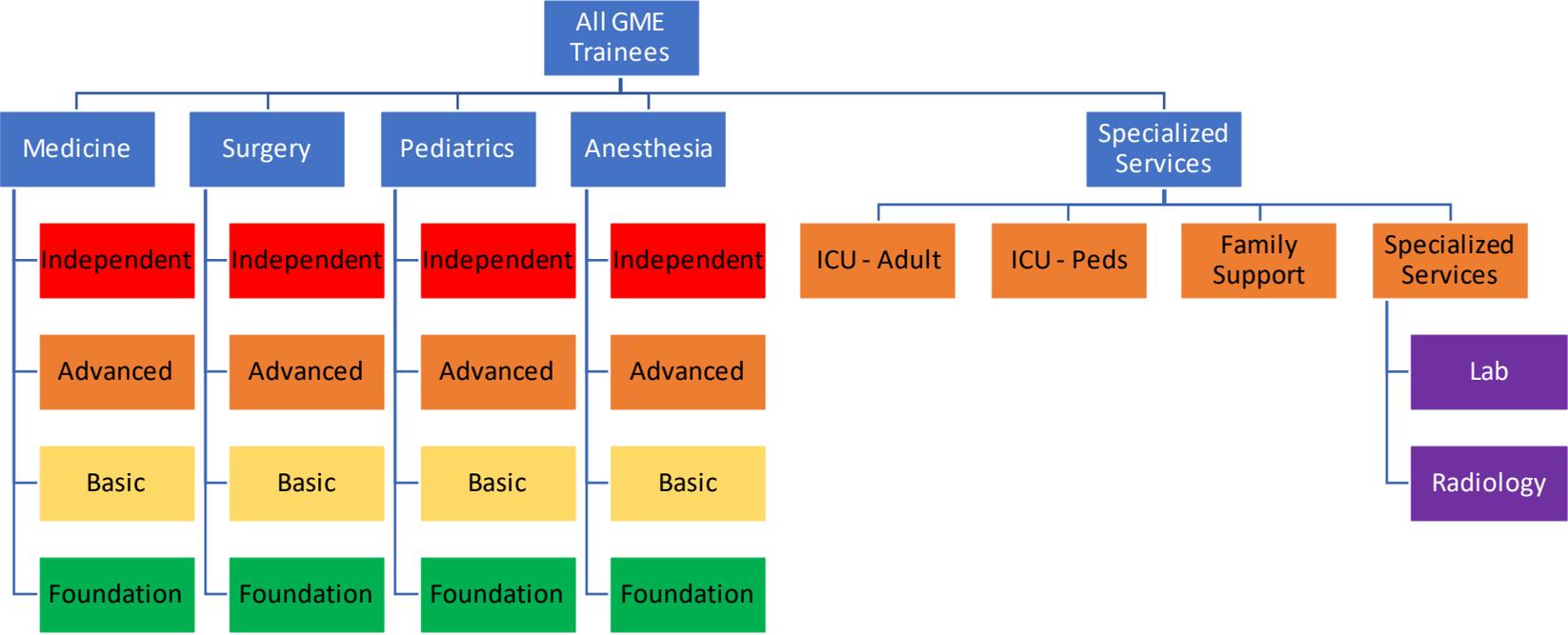
June 2020

# Example 2: Emergency Preparedness

As new DIO, was sitting on Emergency Preparedness Committee and realized we had no plan for emergency responses for Residents and Fellows.

Decision: Create one.

Response: Worked to create a tiered response that would be flexible



# House Staff Emergency Preparedness

Vanderbilt University Medical Center

January 9, 2020

[Kyla.Terhune@vumc.org](mailto:Kyla.Terhune@vumc.org)



# COVID-19 Specific

- Support
- Consistency/Transparency
- Guidance (National and Local)
- Connections
- Advocacy/Presence
- Review—Feedback and Pivot
- Coordination/Organization
- Services/Technology
- Outward Facing—Be Visible
- COMMUNICATION



Then we SHARED it.  
AHME (March 2020)





December 2020



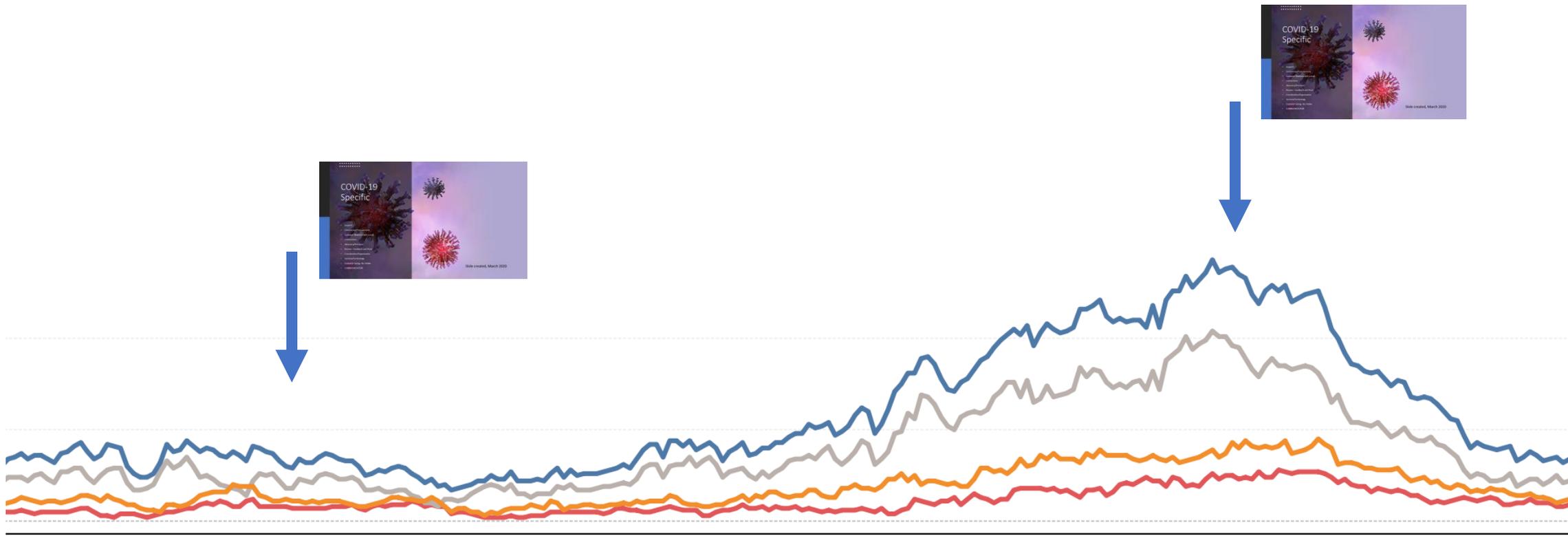
2020-21



March 2020

Lessons Learned?





This should not be the first time people are hearing the same, consistent message.



December 2020

Don't STOP here.



2020-21



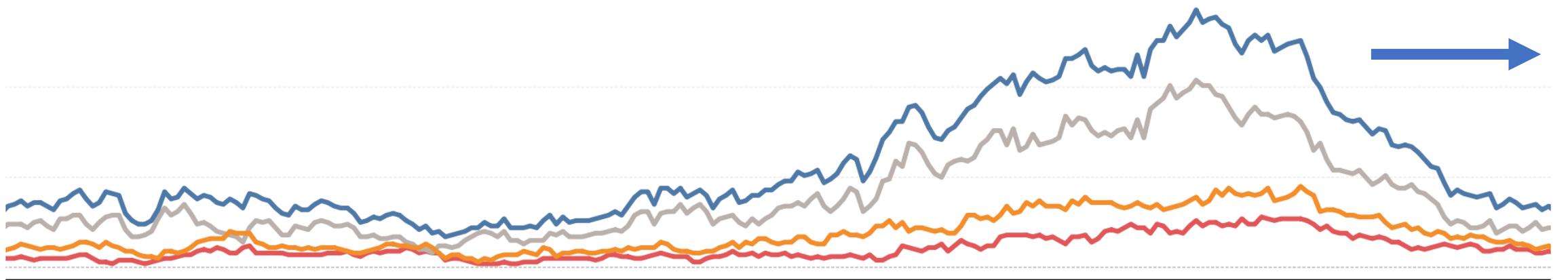
Feb 2021



June 2020



March 2020





Must keep  
reiterating on  
responses with  
value-based  
principles guiding  
those decisions.

NOT just “in 2020.”





Which lane the medical center's lane?



Any lane that affects humans.



If questioned whether it is in a physician's lane to comment on these broader topics, I would respond that if individuals, *especially* leaders, regardless of profession, do not speak up about basic human values and ideals, then I am not sure for whom we are waiting.

Which leaders are  
the ones  
responsible?

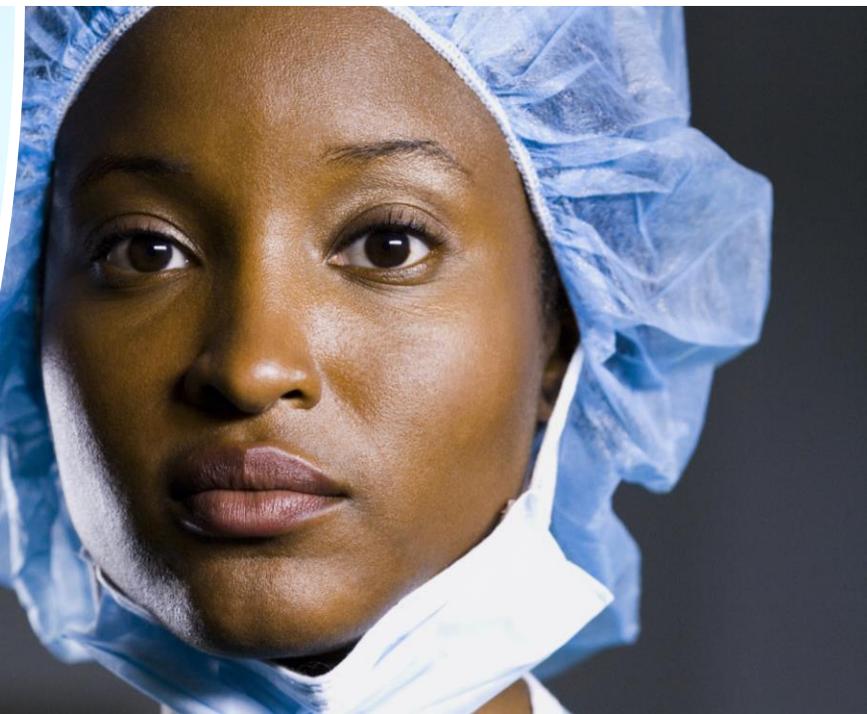




All are responsible.

## 2020: A Year of Response

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Thank you.

