

AAMC's Selected Initiatives in Diversity, Equity & Inclusion

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Gender Equity Initiative – launched Sept. 2019

1. Website
 - a. **Gender Equity in Academic Medicine** - <https://www.aamc.org/news-insights/gender-equity-academic-medicine>
2. **Gender Equity Innovation Lab** (GEL) – launched in January 2020
 - a. Co-Leads: [Diana Lautenberger](#) and [Laura Castillo-Page](#)
 - b. Internal core team with representatives from DPP, Scientific Affairs, Office of Government Relations, Health Care Affairs, Learning and Leadership Engagement, Academic Affairs, Constituent Engagement
 - c. External advisory committee – representatives from AAMC affinity groups.
 - d. Purpose: To lead and advance the work on achieving gender equity and addressing sexual/gender harassment (SGH) in academic medicine; and to serve as an incubator (innovation) laboratory that will focus on helping our member AHCs succeed in their efforts to address gender equity and harassment with innovative ideas, evidence-based methods, skill capacity building, tools and resources to mitigate gender inequities and SGH
3. Publications:
 - a. **AAMC Statement on Gender Equity** - <https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/aamc-statement-gender-equity>
 - b. **2018-2019 The State of Women in Academic Medicine: Exploring Pathways to Equity** - <https://www.aamc.org/data-reports/data/2018-2019-state-women-academic-medicine-exploring-pathways-equity>
 - c. Acosta DA, Lautenberger DM, Castillo Page L, Skorton DJ. Achieving gender equity is our responsibility: Leadership matters. *Academic Medicine*, July 21, 2020, published ahead of print; doi: 10.1097/ACM.0000000000003610. Access at https://journals.lww.com/academicmedicine/Abstract/9000/Achieving_Gender_Equity_Is_Our_Responsibility_.97097.aspx
 - d. **Gender Harassment Among U.S. Medical School Faculty** (09/10/20) – infographic can be accessed at <https://www.aamc.org/system/files/2020-09/aamc-2020-gender-harassment-among-us-medical-school-faculty.pdf>
4. Webinars:
 - a. **Understanding Intersectionality: Bringing Visibility to the Experiences and Perspectives of Women of Color** (08/07/20) – recording can be accessed at <https://www.aamc.org/professional-development/affinity-groups/group-women-medicine-and-science/understanding-intersectionality-bringing-visibility-experiences-and-perspectives-women-color>
 - b. **Gender Impact of COVID-19: Caregiving**: The AAMC held the first of a webinar town hall miniseries, the Gender Impact of COVID-19, focusing on caregiving challenges during quarantine in the pandemic. The town hall was informed by a short survey created by GWIMS and sent to the GBA on childcare policies that existed both before and after the pandemic to identify schools who have expanded offerings in light of working from

home orders. The full results of the survey and recording of the town hall will be distributed over group listservs.

- c. **Addressing Sexual Harassment in Academic Medicine with NASEM and NIH:** The AAMC will co-host a webinar on **October 28th** to discuss activities that have occurred since the landmark 2018 NASEM study on Sexual and Gender Harassment notably the results of the NASEM Action Collaborative as well as the NIH Working Group findings. Also, new AAMC StandPoint data on the faculty experiences of sexual harassment will be shared for the first time in a public setting. Register at https://aamc.elevate.commpartners.com/products/addressing-sexual-harassment-in-academic-medicine-october-28#tab-product_tab_overview

5. Surveys:

- a. **Sexual Harassment Survey Data and Monograph:** Institutions who self-identified themselves as having promising practices regarding sexual and gender harassment (n=25) were sent a survey to gather more information about their practices and scope. The survey results will be used to narrow down a list of 10 institutions to interview through in-depth focus groups for a future AAMC monograph on sexual harassment promising practices that extend beyond the state and federal legal requirements.

Addressing Racism in Academic Medicine Initiative – launched June 2020

1. Website:

- a. **Racism and Health** - <https://www.aamc.org/news-insights/racism-and-health>

2. Publications:

- a. **AAMC Statement on Police Brutality and Racism in America and Their Impact on Health** – access at <https://www.aamc.org/news-insights/press-releases/aamc-statement-police-brutality-and-racism-america-and-their-impact-health>
- b. **CFAS Societies Sign onto AAMC Statement on Racism and Police Brutality** – access at <https://www.aamc.org/professional-development/affinity-groups/cfas/cfas-societies-sign-aamc-statement-racism-and-police-brutality>
- c. **AAMC Statement on What Juneteenth Means Today** – access at <https://www.aamc.org/news-insights/press-releases/aamc-statement-what-juneteenth-means-today>
- d. **AAMC Guidance on Peaceful Protests by Medical Students and Residents** - https://www.aamc.org/system/files/2020-07/AAMC_Guidance_for_Students_Schools_on%20Peaceful_Protests_07072020.pdf
- e. **AAMC Statement on Executive Order on Combating Race and Sex Stereotyping** – access at <https://www.aamc.org/news-insights/press-releases/aamc-statement-executive-order-combating-race-and-sex-stereotyping>
- f. **Frequently Asked Questions: Executive Actions Prohibiting Certain Types of Diversity Training** – access at <https://www.aamc.org/faq-executive-actions-prohibiting-certain-types-diversity-training>
- g. *USA Today* Op-Ed – “How Diversity Training for Health Care Workers Can Save Patients’ Lives” – access at <https://www.usatoday.com/story/opinion/2020/10/07/why-diversity-training-medical-schools-can-save-patients-lives-column/3635406001/>
- h. *AAMCNews* article – “AAMC Releases **Framework to Address and Eliminate Racism**” – access at <https://www.aamc.org/news-insights/aamc-releases-framework-address-and-eliminate-racism>

3. Resources

- a. **Racism and Health: A Reading List** - <https://www.aamc.org/news-insights/racism-and-health-reading-list>
- b. **Academic Medicine's New Collection of Articles Addressing Race and Racism in Medical Education** – access at <http://academicmedicineblog.org/new-collection-of-articles-on-addressing-race-and-racism-in-medical-education/>
- c. **MedEdPORTAL Anti-Racism in Medicine Collection** – access at <https://www.mededportal.org/anti-racism>
- d. **AAMC Framework on Addressing Racism in the AAMC, in Academic Medicine and Beyond** – access at <https://www.aamc.org/addressing-and-eliminating-racism-AAMC-and-beyond>

4. Webinars

- a. Press Conference: **Racism and Health: How and Where to Make Changes**, featuring Dr. David Skorton, Dr. David Acosta, Dr. Malika Fair, and Dr. Philip Alberti - <https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/press-conference-racism-health>

5. Podcasts

- a. **Beyond the White Coat**, Season 1, Episode 6: **Racial Health Disparities: How COVID-19 Magnified a Public Health Emergency**. In the season finale, Dr. David Skorton and Malika Fair, MD, MPH discuss the forces driving disparities in health care access, and what academic medicine community can do to address institutional and systemic racism. Access at: <https://www.aamc.org/news-insights/podcast-racial-health-disparities-how-covid-19-magnified-public-health-emergency>
- b. **Beyond the White Coat**, Season 2, Episode 1: Podcast: **Diagnosing Our National Disease**. Dr. David Skorton talks with Dr. Lonnie Bunch III, secretary of the Smithsonian Institution, about how the history of racism in medical schools, clinical care, and research has impacted academic medicine's relationship with the Black community. They discuss what can be done to regain trust and become allies and partners in their health and wellness. Access at <https://www.aamc.org/diagnosing-our-national-disease>
- c. **Beyond the White Coat**, Season 2, Episode 2: **Racism and Medical Education: Telling the Full Story**. Dr. David J. Skorton speaks with AAMC Chief Diversity and Inclusion Officer David A. Acosta, MD, about the history of structural racism in U.S. medical education and how that history informs today's learning environment. Access at <https://www.aamc.org/news-insights/podcast-racism-and-medical-education-telling-full-story>
- d. **Native America Calling Radio Show – Racism in Places of Healing** – Interviewer: Tara Gatewood. Guests: **Dr. Mary Owen**, Director of Center of American Indian and Minority Health, University of Minnesota at Duluth and **Dr. David Acosta**, Chief Diversity and Inclusion Officer, AAMC. Access at <https://www.nativeamericacalling.com/thursday-october-15-2020-racism-in-places-of-healing/>

Action Collaborative for Black Men in Medicine – launched October 2020

1. Website: Access at <https://www.aamc.org/what-we-do/mission-areas/diversity-inclusion/action-collaborative-black-men-medicine>

2. Action Collaborative Core Team

- a. A partnership between the National Medical Association (NMA) and AAMC
- b. Leads: [Norma Poll-Hunter](#) (AAMC) and Niva Lubin-Johnson (NMA)
- c. Purpose: To identify and implement systemic solutions to increase the representation of Black men in medicine. This work will be informed by an interdisciplinary Steering Core Committee of researchers, administrators, leaders and learners who will contribute to the development of an action agenda and to the creation of a broader coalition of action partners to plan, implement and evaluate the impact of proposed systems changes.

3. Publications:

- a. AAMC, NMA Announce Action Collaborative on Black Men in Medicine – access at <https://www.aamc.org/news-insights/press-releases/aamc-nma-announce-action-collaborative-black-men-medicine>

4. Resources:

- a. AAMC. Altering the Course: Black Males in Medicine (2015) – access at <https://store.aamc.org/altering-the-course-black-males-in-medicine.html>
- b. NASEM. An American Crisis: The Growing Absence of Black Men in Medicine and Science (2018) – access at <https://www.nap.edu/catalog/25130/an-american-crisis-the-growing-absence-of-black-men-in>

AAMC Strategic Action Plan – launched October 27, 2020 – DPP will be involved in the following:

1. Website: <https://strategicplan.aamc.org/>

2. DPP will be involved in the following Action Plans:

- Action Plan #3. Equip Medical Schools and Teaching Hospitals and Health Systems to Become More Inclusive, Equitable Organizations. Lead: [Laura Castillo-Page](#)
 - For years, women and members of marginalized groups in academic medicine have faced systemic problems such as racism, microaggressions, bias, harassment, disrespect, inadequate mentoring, salary inequities, and isolation, which have harmed their sense of belonging. To accelerate discovery and improve health, academic medicine needs to create equitable and inclusive environments in which all faculty, staff, administrators, trainees, and learners feel welcome, safe, valued, and a sense of belonging and can pursue successful science and medicine careers. Such environments are key to attracting and advancing a diverse workforce and improving the health of all people.
- Action Plan #4. Increase Significantly the Number of Diverse Medical School Applicants and Matriculants. Lead: [Geoff Young](#) ([Norma Poll](#) on ideation working group)
 - Despite much talk and action, the academic medicine community has made minimal progress in increasing the number of physicians from diverse racial and ethnic backgrounds. We need more assertive efforts to cultivate a more diverse and culturally prepared workforce. We need to better understand how systemic barriers such as racism and inconsistent access to quality education, beginning with pre-K, negatively

affect diversity in academic medicine. And we must design bolder interventions to address the growing absence of Black men and the invisibility of American Indians and Alaska Natives in medical school and the physician workforce, which are national crises. In this action plan, the AAMC will take a multitiered approach that will require sustained investment, collaboration, and attention over time to significantly increase the diversity of medical students.

- Action Plan #7. Improve Access to Health Care for All. Lead: [Rosha McCoy](#) ([Sherese Johnson](#) on ideation working group)
 - The COVID-19 pandemic has highlighted the leadership role the nation’s academic medicine community plays in clinical care, innovation, and crisis response. It also underscored the many fissures in the nation’s system of care, including health care access. The academic medicine community can lead the nation in identifying, implementing, and advocating for solutions to improve access to health care for all through its mission areas, commitment to evidence-based care, and community collaborations. This action plan will focus attention and effort on improving access to care for people in medically underserved and otherwise marginalized communities. We will seek to identify and advance innovative, effective, and evidence-based strategies that enhance health care access for patients and promote health care equity while supporting high-value care.

- Action Plan #9. Launch AAMC as a National Leader in Health Equity and Health Justice. Lead: [Philip Alberti](#) (co-lead [Malika Fair](#)).
 - The COVID-19 pandemic has laid bare existing health inequities, taking a disproportionate toll on marginalized communities throughout the world. It has also mobilized renewed calls to focus further “upstream” to improve health. Emerging from this crisis, the AAMC has an opportunity and an obligation to unify our approach and thought leadership and develop evidence to support health and social justice. Building on the AAMC’s expertise in this area, this action plan will establish the AAMC Center for Health Justice to focus on the intersection of population health, community health, and health equity. The new center will become a source of national expertise for the academic medicine community and the public and will work on initiatives in clinical, education, research, and community engagement that advance the moral, financial, and societal imperative of health justice.