

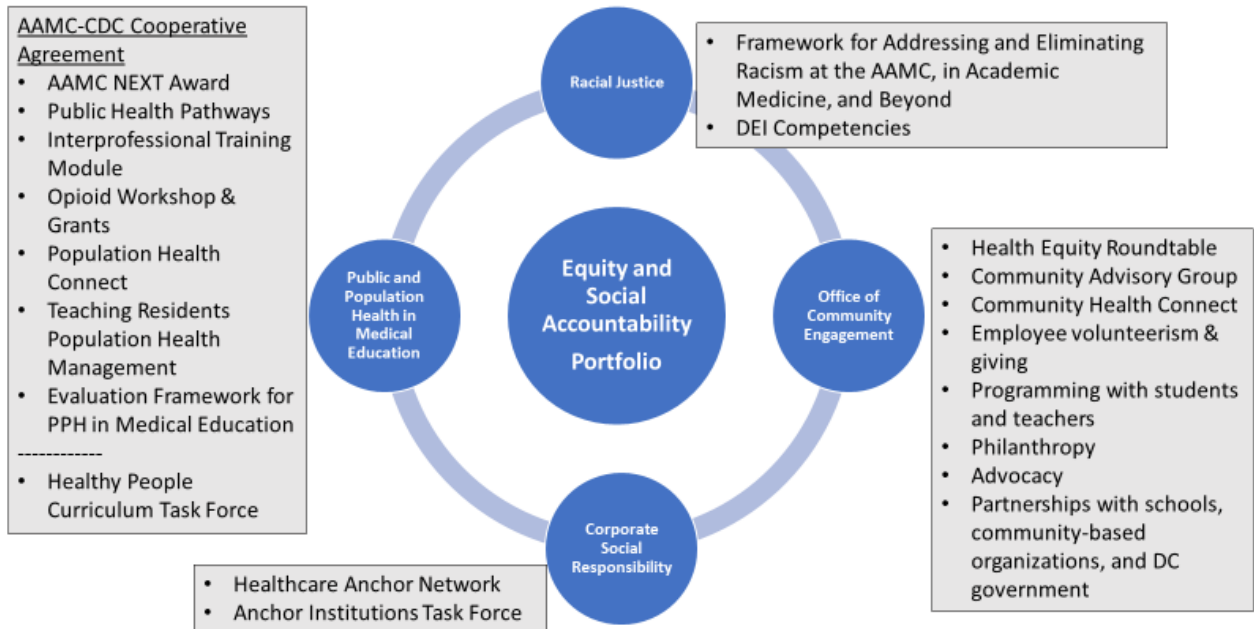
AAMC's Selected Initiatives in Equity, Diversity & Inclusion - Updates

Prepared by David Acosta, M.D., Chief Diversity and Inclusion Officer

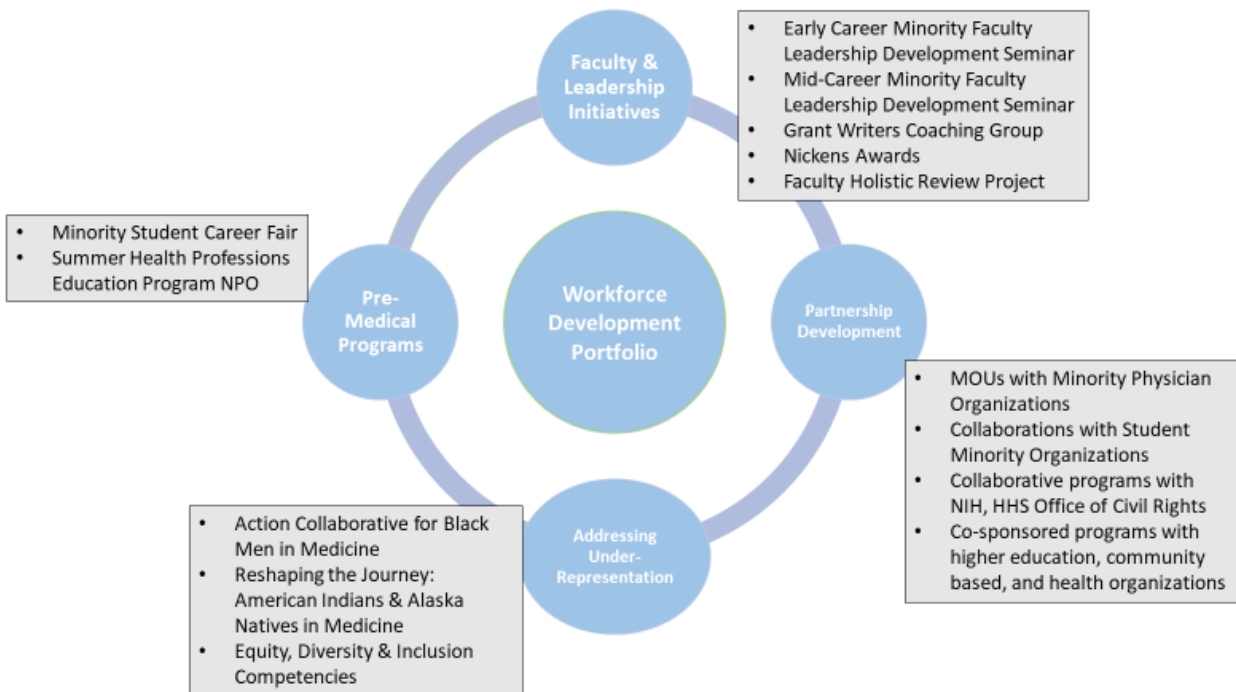
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EDI Portfolios

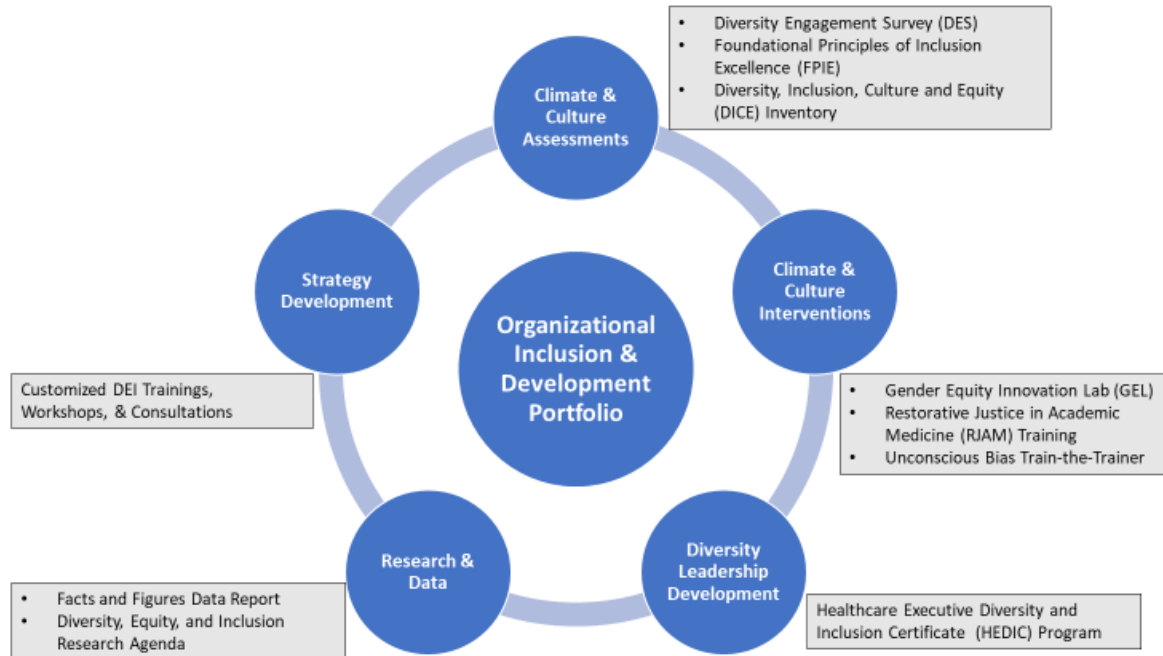
Equity and Social Accountability – Senior Director: Malika Fair, MD, MPH



Workforce Diversity – Senior Director: Normal Poll-Hunter, PhD



Organizational Inclusion and Development – Senior Director: Taniecea Mallery, PhD



Addressing Crucial Equity Issues in Academic Medicine

Gender Equity Initiative

1. **Website: Gender Equity in Academic Medicine -**
<https://www.aamc.org/news-insights/gender-equity-academic-medicine>
2. **Sexual and Gender Harassment Data and Case Study Monograph** (Started 12/1/2020 – In Progress): Following up on the [infographic](#) released last year, this monograph will be in two sections: first, highlighting the first-ever national prevalence rates of sexual harassment from the Standpoint data collection, disaggregated by various identity categories; and second, a summary of promising institutional practices from focus group interviews with several AMCs as well as actions institutions can take to prevent harassment. Data have been analyzed, nine institutional interviews are completed and analyzed, and writing is in progress. Key Steering Committees and internal staff have provided feedback on initial data results. The expected publish date is Jan/Feb 2022.
3. **Gender Implications of COVID-19 Projects** (Started September 2020 – In Progress):
 - a. [Understanding Childcare Offerings of U.S. Medical Schools During the COVID-19 Pandemic](#) (completed May 2021)
 - b. [GWIMS Webinar: Townhall on Gendered Impact of COVID on Caregiving](#) (completed Sept. 2020)

- c. 2021 LSL Session: *The Gendered Impact of the Pandemic on Careers and Institutional Equity Efforts in Academic Medicine* (Monday, November 8, 12:45 pm – 1:45 pm ET)
 - d. Webinar on Actions Institutions Can Take – special focus on researchers (Winter/Spring 2022)
4. Intersectionality and Women of Color (WOC) Working Group – Webinar Series, Data Site and Toolkits (Started 10/1/2020 – In Progress): This new multi-affinity working group (led by staff of Academic Affairs; Equity, Diversity, and Inclusion; and the Constituent Engagement Unit) addresses the visibility, awareness, and advocacy of intersectionality and women of color in academic medicine with three projects:
 - a. Intersectionality Women of Color Webinar Series;
 - b. Updating 2015 WOC toolkits; and
 - c. Informing data and research projects related to women of color. The initial webinar was held in September 2020 and had over 1400 registrants and 900 participants. Webinar series recordings and data are included on the [Women of Color Initiative website](#).
5. Long term projects include Institutional Gender Equity Roadmap; Allyship and Engaging Men Initiative; Gender Equity Advisory Committee; Partnerships with sibling organizations; and Learner Equity Collective.
6. *Faculty Salary Equity by Race/Ethnicity and Gender Report, 2021* is now available in the AAMC Store. A COD Insight Circle Pilot on Salary Equity and a salary equity webinar will occur in October.
7. Data Snapshot: [Perceptions of Equity in Advancement Among U.S. Medical School Faculty](#).
8. Future work includes a Faculty Salary Survey – establishing gender and race/ethnicity as standard online reports; Deans Office Compensation by Gender Report Pilot (FY22).

Addressing Racism in Academic Medicine Initiative

1. Website: **Racism and Health** - <https://www.aamc.org/news-insights/racism-and-health>
2. AAMC Strategic Action Plan #3 – Racial equity initiative – see below.
3. Publications – Recent
 - a. Acosta DA, Skorton DJ. Making ‘good trouble’: Time for organized medicine to call for racial justice in medical education and health care. *Am J Med* 2021; 134(10):1203-1209
 - b. Fair M, Johnson S. Addressing racial inequities in medicine. *Science* 2021;372(6540):348-349.
 - c.
4. Resources
 - a. **AAMC [Racism and Health: A Reading List](#)**
 - b. **Academic Medicine [New Collection of Articles Addressing Race and Racism in Medical Education](#)**
 - c. **MedEdPORTAL [Anti-Racism in Medicine Collection](#)**

- d. **AAMC Framework on Addressing Racism in the AAMC, in Academic Medicine and Beyond**

5. Podcasts

- a. **Black Men in Medicine: Meeting the Challenge**, featuring Clarence Fluker, Norma Poll-Hunter, PhD, Malcolm Woodland, PhD and Andre Smith – access at [Podcast: Black Men in Medicine: Meeting the Challenge | AAMC](#)

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

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

2. EDI will also be involved in the following Action Plans:

Strategic Action Plan	EDI’s Role	EDI Staff Involved
Action Plan #1: Strengthen medical education.	Ensuring an equitable & inclusion learning and workplace environments across the continuum.	Malika Fair Norma Poll
Action Plan #2: Support students.	Ensuring that the unique challenges & barriers encountered by URiM learners are recognized, addressed & mitigated through a racial & gender equity lens as they navigate	Norma Poll

	the educational continuum & transition points.	
Action Plan #3: Focus on inclusivity.	Contributing to the development, design & implementation of an anti-racism roadmap Released Foundational Principles of Inclusion Excellence Toolkit – monitoring utility and outcomes. Released Diversity, Inclusion, Culture and Equity Inventory – monitoring utility and outcomes. COD planning to use tool and share data. See gender equity initiatives above.	Malika Fair Antonio Bush Tiffani St. Cloud Angela Moses Diana Lautenberger
Action Plan #4: Diversity tomorrow's doctors.	Supporting, guiding and providing content expertise.	Norma Poll Harold Baker
Action Plan #5: Prioritize research.	Developing, designing and implementing pathway for biomedical science careers	Chantel Fuqua Antonio Bush
Action Plan #6: Evolve leadership skills	Support and providing SME. Holistic hiring practices for faculty.	Norma Poll Chantel Fuqua
Action Plan #7: Improve access.	Providing racial equity/racial justice lens in work on telehealth, mental health, and vaccine hesitancy.	Malika Fair
Action Plan #8: Advance knowledge.	Providing support and SME. Serving on internal advisory board.	David Acosta Malika Fair Clarence Fluker
Action Plan #9: Promote health equity and health justice.	Providing support and assistance where needed	Sherese Johnson
Action Plan #10: Adapt to change	Providing support and SME.	Malika Fair David Acosta

Other AAMC Deliverables Related to the Above Initiative

1. Culture/Climate Assessment

- a. [The Foundational Principles of Inclusion Excellence \(FPIE\) Toolkit](#) – Now available online. For further information contact [Angela Moses](#).
- b. [Diversity, Inclusion, Culture, Equity \(DICE\) Inventory](#) – Now available online. For further information contact [Angela Moses](#).
- c. [StandPoint Surveys](#) – Click on [brochure](#) to access more information. For further questions contact [StandPoint](#).
- d. [Diversity Engagement Survey](#) (DES) – A collaboration with the University of Massachusetts Medical School and the AAMC. For further information contact [Asinia Crawford](#).

2. Education/Training Addressing Mistreatment, Harassment and Racial Tension
 - a. **Implicit Bias & Microaggression** Train-the-Trainer – facilitator training by Cook-Ross. For further information contact [Angela Moses](#) .
 - b. **Restorative Justice** in Academic Medicine Train-the-Trainer – facilitator training by the Center for Restorative Justice, University of San Diego. For more information contact [Angela Moses](#).