AAMC’s Selected Initiatives in Equity, Diversity & Inclusion - Updates
Prepared by David Acosta, M.D., Chief Diversity and Inclusion Officer
Volume 2. October 19, 2021

EDI Portfolios

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

- Framework for Addressing and Eliminating Racism at the AAMC, in Academic Medicine, and Beyond
- DEI Competencies

**Corporate Social Responsibility**
- Health Equity Roundtable
- Community Advisory Group
- Community Health Connect
- Employee volunteerism & giving
- Programming with students and teachers
- Philanthropy
- Advocacy
- Partnerships with schools, community-based organizations, and DC government

**AAMC-CDC Cooperative Agreement**
- AAMC NEXT Award
- Public Health Pathways
- Interprofessional Training Module
- Opioid Workshop & Grants
- Population Health Connect
- Teaching Residents Population Health Management
- Evaluation Framework for PPH in Medical Education
- Healthy People Curriculum Task Force

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

- Early Career Minority Faculty Leadership Development Seminar
- Mid-Career Minority Faculty Leadership Development Seminar
- Grant Writers Coaching Group
- Nickens Awards
- Faculty Holistic Review Project

**Faculty & Leadership Initiatives**
- Minority Student Career Fair
- Summer Health Professions Education Program NPO

**Addressing Under-Representation**
- Action Collaborative for Black Men in Medicine
- Reshaping the Journey: American Indians & Alaska Natives in Medicine
- Equity, Diversity & Inclusion Competencies

**Workforce Development Portfolio**
- MCUs with Minority Physician Organizations
- Collaborations with Student Minority Organizations
- Collaborative programs with NIH, HHS Office of Civil Rights
- Co-sponsored programs with higher education, community based, and health organizations

**Pre-Medical Programs**
- Faculty & Leadership Initiatives
- Partnership Development

**Racial Justice**
- Corporate Social Responsibility
- Office of Community Engagement
- Public and Population Health in Medical Education

**Public Health Pathways**
- AAMC NEXT Award
- Interprofessional Training Module
- Opioid Workshop & Grants
- Population Health Connect
- Teaching Residents Population Health Management
- Evaluation Framework for PPH in Medical Education
- Healthy People Curriculum Task Force

**Healthy People Curriculum Task Force**
- Healthcare Anchor Network
- Anchor Institutions Task Force

**Office of Community Engagement**
- Community Advisory Group
- Community Health Connect
- Employee volunteerism & giving
- Programming with students and teachers
- Philanthropy
- Advocacy
- Partnerships with schools, community-based organizations, and DC government

**Equity and Social Accountability Portfolio**
Addressing Crucial Equity Issues in Academic Medicine

**Gender Equity Initiative**


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.

   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**


2. AAMC Strategic Action Plan #3 – Racial equity initiative – see below.

3. Publications – Recent
   

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**

**Action Collaborative for Black Men in Medicine** – launched October 2020


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**:  

4. **Resources**:  

**AAMC Strategic Action Plan**

1. **Website**: [https://strategicplan.aamc.org/](https://strategicplan.aamc.org/)

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

<table>
<thead>
<tr>
<th>Strategic Action Plan</th>
<th>EDI’s Role</th>
<th>EDI Staff Involved</th>
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</thead>
<tbody>
<tr>
<td>Action Plan #1: Strengthen medical education.</td>
<td>Ensuring an equitable &amp; inclusion learning and workplace environments across the continuum.</td>
<td>Malika Fair Norma Poll</td>
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<tr>
<td>Action Plan #2: Support students.</td>
<td>Ensuring that the unique challenges &amp; barriers encountered by URiM learners are recognized, addressed &amp; mitigated through a racial &amp; gender equity lens as they navigate</td>
<td>Norma Poll</td>
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<td>Action Plan #6: Evolve leadership skills</td>
<td>Support and providing SME. Holistic hiring practices for faculty.</td>
<td>Norma Poll Chantel Fuqua</td>
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<td>Action Plan #7: Improve access.</td>
<td>Providing racial equity/racial justice lens in work on telehealth, mental health, and vaccine hesitancy.</td>
<td>Malika Fair</td>
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<td>Action Plan #8: Advance knowledge.</td>
<td>Providing support and SME. Serving on internal advisory board.</td>
<td>David Acosta Malika Fair Clarence Fluker</td>
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<tr>
<td>Action Plan #9: Promote health equity and health justice.</td>
<td>Providing support and assistance where needed.</td>
<td>Shere Johnson</td>
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<td>Action Plan #10: Adapt to change</td>
<td>Providing support and SME.</td>
<td>Malika Fair David Acosta</td>
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**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.