

## Racism and Bias Updates 2016-17

Racism and Bias Activities, Programs, and Projects			
Efforts the Department of Medical Education will undertake in the next 6 months to mitigate bias and promote anti-racism			
Curricular Affairs			
What	Details	Date	Evaluation
Physiology: Addressing Bias	Clarification and discussion of biases included in PFT assessment and determination	March 2017	E-value
InFocus 1 Sessions	<ul style="list-style-type: none"> <li>o Multiple sessions on health disparities and inequities</li> <li>o Structural racism session to be led by Dr. Helena Hansen</li> <li>o Large group discussion on deconstructing race and medicine to be led by Amy Garvey and Emma Makoba</li> <li>o Small group breakouts on research ethics, racism and bias</li> </ul>	October 2016	E-value
InFocus 6 and 7 Sessions	Create a space for students to debrief about experiences on the wards as related to Race and Bias.	<p>September 2016 for Infocus 6</p> <p>March 2017 for Infocus 7</p>	E-Value. Based on student feedback from InFocus 6, the InFocus 5,6,7 team will look at making the InFocus 7 sessions required.
InFocus 8	Session on Leadership and Race and Bias as part of the Leadership skills thread during InFocus 8. InFocus 8 team is working with Dr. Palermo and Dr. Truglio	March 2017	E-value

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<p>Art and Science of Medicine Year 1 Sessions</p>	<ul style="list-style-type: none"> <li>o Large group session on historical roots of health inequities</li> <li>o Session on social determinants of health (multiple biases discussed, focus on race, but also including SOGI and spirituality)</li> <li>o HPI session includes content on bias in assessing and managing pain</li> <li>o Sexual history session to reflect implicit bias in sexual history taking and structural bias related to sexual health and gender identity</li> <li>o Hospital based round debriefs to include discussions on what biases students have towards patient at start of encounter vs end of encounter</li> <li>o LGBTQ health session to include individual and institutional bias discussion</li> <li>o Mental health session and Frontiers in Science talk to include individual and institutional bias discussion</li> </ul>	<p>Academic Year 2016-17 (October 2016 - June 2017)</p>	<p>E-value</p>
<p>Art and Science of Medicine Year 2 Sessions</p>	<ul style="list-style-type: none"> <li>o Institutional bias discussion during "working with patients with LEP" session</li> <li>o Large and small group session on trans health including discussion of individual and institutional bias</li> </ul>	<p>Academic Year 2016-17 (October 2016 - June 2017)</p>	<p>E-value</p>
<p>Sexual and Reproductive Health Sessions</p>	<ul style="list-style-type: none"> <li>o Large group session on hormonal therapies in trans health</li> <li>o Large group session on a surgical and medical care of trans individuals</li> </ul>	<p>Academic Year 2016-17 (October 2016 - June 2017)</p>	<p>E-value</p>
<p>Frontiers in Science Series</p>	<ul style="list-style-type: none"> <li>o Elizabeth Howell, MD, MPP giving the FIS talk in Brain and Behavior on "Preparing moms for the postpartum period: preventing postpartum depression"</li> <li>o Ongoing recruitment of faculty of color to present FIS throughout Years 1 and 2</li> </ul>	<p>Academic Year 2016-17 (October 2016 - June 2017)</p>	<p>E-value</p>

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Medical Education Grand Rounds	<ul style="list-style-type: none"> <li>o Dr. Aletha Maybank, on “Advancing Health Equity in NYC”</li> <li>o Dr. Alondra Nelson, on “The Intersections of Science, Medicine, and Social Inequity”</li> <li>o Screening of “From This Day Forward,” a documentary focusing on a trans relationship and family ties</li> </ul>	Academic Year 2016-17 (October 2016 - June 2017)	E-value
Faculty Development with ASM Faculty	ASM special faculty development on facilitating around bias in oral presentations and write-ups	Academic Year 2016-17 (October 2016 - June 2017)	E-value
Faculty Development with Clerkship Directors	Ongoing Clerkship Director faculty development to discuss and review clinical environment cases of bias	Academic Year 2016-17 (October 2016 - June 2017)	E-value

### Department Leadership

What	Details	Date	Evaluation
Ackerman Training	Hired the Ackerman Institute to conduct a train-the trainer on Race Talk for MedEd, CMCA, and Graduate School Leadership who will then train targeted groups throughout School. See curriculum development action.	Training completed	Evaluations of the sessions, pre/post attitudinal surveys
Curriculum Development	Now working on curriculum development for system wide rollout. Curriculum development team meets regularly to develop content. Content experts will be invited to vet curriculum and provide insight.	Tentative deadline March 2017	Evaluations of the sessions, pre/post attitudinal surveys
Communication strategy	Developing departmental website which will provide updates on major initiatives, specifically Race and Bias. Regular communications will go out and direct Sinai community members to the site.	Mid December rollout	

### Department Wide

What	Details	Date	Evaluation
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Unconscious Bias Training "Greater" Med Ed	<p>In collaboration with ODI, three staff from MedEd were certified in Unconscious Bias Training and will aim to support additional training for staff with the goal conducting UB education sessions for "Greater" MedEd.</p> <p>Upcoming training for faculty and staff in the department.</p>	<p>Certified in Summer 2016. the three staff have joined CMCA/ODI as UB trainers</p> <p>November 2016 - Course director training</p> <p>December 2016 - Clerkship directors, Medical Education Staff</p>	Evaluations of UB sessions
<b>Student Affairs</b>			
<b>What</b>	<b>Details</b>	<b>Date</b>	<b>Evaluation</b>
Enhanced Support Services	Provide enhanced support resources for students of color. Budget for 2017 includes a new leadership role in Student Affairs, increasing the number of core advisors, and recruiting (someone like Leona Hess)		
Excellence in Undoing Racism Award	Recognize student achievement for Excellence in Undoing Racism in Health Care. To be developed in collaboration with SEOM and ARC	Spring 2017 (first award)	

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Efforts the CMCA and ODI has undertaken to mitigate bias and promote anti-racism				
	What	Details	Date	Evaluation
<b>Office for Diversity and Inclusion</b>				
	Diversity and Health Disparities Dashboards	ODI is working with MSHS leadership to develop diversity and health disparities dashboards to enhance the monitoring of patient outcomes across the health system	2015 - ongoing	
	Diversity Councils	ODI has worked to establish diversity councils at each hospital site - view <a href="http://www.mountsinaihealth.org/diversity">www.mountsinaihealth.org/diversity</a> to view ODI calendar of events for DC meetings	2015 - ongoing	
	Faculty of Color List Serv	ODI has developed a Faculty of Color list serv that aims to include all URM faculty from across the system of which MedEd utilizes when recruiting for teaching, service, or leadership opportunities.	2015 - ongoing	
	Unconscious Bias Awareness Education	In collaboration with ODI/CMCA developed a UB awareness education process for AC members. Required online UB training for all members of the Admissions Committee; and instituted a practice of naming and addressing implicit and explicit bias in the AC meetings	2015 - ongoing	
<b>Center for Multicultural and Community Affairs</b>				
	Antiracism Scholarship	CMCA started a new \$5K scholarship award for a 2nd URM student who work to advance a Antiracism approach in Medical Education in the name of Irwin Gelernt, MD Education Scholar Award Program. Giselle Lynch received the inaugural award.	2015 - ongoing	
	Deconstructing Race in Medicine and Health	Sponsored the development of a medical student elective focused on addressing the construct of race, the role of racism and white privilege in perpetuating health disparities	2014-ongoing	

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Increased Presence of Faculty of Color	Hired and successfully supported Sharon Washington, EdD to CMCA team and faculty in Medical Education	2014-2016	
	Currently working in collaboration with MedEd to recruit Leona Hess, PhD as an expert educator and strategic planner for our respective areas	2016-ongoing	
	Collaborate with Department Chairs, Faculty Diversity Council, Dean Charney, ODI/CMCA to increase the recruitment, selection, promotion, and appointment of faculty of color (from various interdisciplinary backgrounds) to medical education		Institutional Census data