

## Race and Bias Activities, Programs, and Projects

Efforts the Department of Medical Education has undertaken to mitigate bias and promote anti-racism

### Orientation

What	Details	Date	Evaluation
Year 1 Orientation: Talk by Dean Muller	Done in consultation with ARC, to name and address race, racism, and bias in medicine and clarifying expectations of students when addressing these issues in their training	August 2016	E*Value

### Department Leadership

What	Details	Date	Evaluation
External Consultant Visit	As per the recommendation of ARC, invited and hosted external consultant visit (experts in medical education and diversity affairs) to offer guidance on a direction for developing a strategic roadmap to address racism and bias at ISMMS on an ongoing basis	March 2016	Outcome: disseminated to the Sinai community, using recommendations to initiate development of our strategic planning process
Change Management Process	As per the recommendation of ARC, identified and conducted a leadership strategic planning retreat which provided a framework for a change management process to address race and bias in medical education. The change management consultant is Leona Hess, PhD - a woman of color and expert in developing curriculum, teaching and facilitating dialogue on "isms" as well as in change management strategy and implementation. Since then, MedEd has hired Dr. Hess as an ongoing consultant to coach MedEd and CMCA through this process.	June 2016, Ongoing	Implementation of Change Management Process
Appointment of Associate Dean for Diversity and Inclusion	Appointed Ann-Gel Palermo, PhD as the Associate Dean for Diversity and Inclusion in Biomedical Education - related to a recommendation of the Expert Consultants on further integrating D&I leadership and expertise in MedEd	August 2016	Employee Yearly Eval

Race/Bias Initiative Faculty Advisory Board	Convened a group of senior faculty leaders, largely faculty of color, to provide guidance to MedEd leadership on the launch and roll-out of the race/bias initiative. The group has met at least three times with the leadership team and students including ARC to address a cross-section of issues. MedEd maintains a list of the faculty names. The continued role of this group is to be further developed under the change management process	Fall 2015, Ongoing	Outcome: quarterly meetings, reporting progress to the group. Soon to be expanded to include Asian-American faculty.
Faculty Development with Medical Education Leadership Team (along with other senior faculty/administration)	o 2015-2016 Medical Education Leadership team completed a 2-day Undoing Racism workshop facilitated by The People's Institute for Survival and Beyond	2015, Ongoing	Evaluations of MedEd Staff sessions
	o 2015: Drs. Palermo, Poliandro and Warren completed a 4-day Everyday Bias Train-the-Trainer Program for the Health Professions		
	o 2016-17: Dr. Reid-Adam, Brendan Bullen, Michelle Sainte, Alyson Davis and Peter Zweig were certified trainers in UBE		
	o 2016 Leadership team and other senior faculty/administrators currently enrolled in advanced training in bias and racism taught by the Ackerman Institute		
	o Trained individuals will facilitate workshops for key stakeholders on the construct of racism and social identity		
<b>Curricular Affairs</b>			
<b>What</b>	<b>Details</b>	<b>Date</b>	<b>Evaluation</b>
Year 1 Milestone on Unconscious Bias	Created and delivered a new milestone based educational session for all first year students on the role of unconscious bias in clinical medicine	September 2015, Ongoing	Student Feedback During Session
Renal Pathophysiology and Physiology: Addressed Race/Bias Concerns	Clarified and expanded upon the race/bias concerns having to do with the MDRD GFR equation in the Renal Pathophysiology and Physiology courses	2016-17 AY	E*Value

<p>InFocus 1 Talks and Presentations made by Experts of Color</p>	<ul style="list-style-type: none"> <li>o Aletha Maybank, MD, MPH Director of NYCDOHMH Center for Health Equity</li> <li>o Fall 2016 Robert Fullilove, PhD; Helena Hansen, MD PhD, Stella Safo, MD</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>	<p>Fall 2015-ongoing</p>	<p>E*Value</p>
<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> <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>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>Grand Rounds Talks and Presentations Made by Experts of Color and Issues Related to Racism and Bias</p>	<ul style="list-style-type: none"> <li>o Dr. Quinn Capers “Implicit association testing in Admissions Committee Members”</li> <li>o Dr. Kenneth Ashley “mental health services for vulnerable populations”</li> <li>o Dr. Helena Hansen “Structural competency and health inequities”</li> <li>o Dr. Denise Rodgers “Teaching About Racism in the Context of Health Disparities”</li> <li>o Lisa Belkin, author of “Show Me A Hero,” presented on on racism, desegregation, housing, and politics</li> <li>o Dr. Aletha Maybank "Advancing Health Equity in NYC"</li> <li>o Dr. Alondra Nelson "The Intersections of Science, Medicine and Social Inequality"</li> <li>o Screening of “From This Day Forward,” a documentary focusing on a trans relationship and family ties</li> </ul>	<p>Fall 2015, Ongoing</p>	<p>Session Evaluations</p>
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<p>Frontiers in Science Series Talks and Presentations made by Experts of Color Related to Racism and Bias</p>	<ul style="list-style-type: none"> <li>o Jerome Tolbert, MD, PhD, Endocrinology, on diabetes in underserved populations</li> <li>oCardinale Smith, MD, Hematology, on improving the quality of care for patients with cancer with a special emphasis on minority populations</li> <li>o Veronica Rodriquez-Bravo, PhD, General Pathology, on genome instability and cancer</li> <li>o Gerardo Fernandez, MD, Sexual and Reproductive Health, on multivariate analysis and modeling in predicting prostate cancer behavior</li> <li>o Joseph Ravenell, MD, MS, GI, on colon cancer and hypertension screening among African American men</li> <li>o Michelle Cespedes, MD, Medical Microbiology, on HIV in the African-American Community: From Misperceptions to Interventions</li> <li>o Alan and Christian Pean, MD, ASM, on bias and mental health</li> <li>o Kirk Campbell, MD, Renal Pathophysiology, on novel targets in proteinuric kidney disease</li> <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>Fall 2015, Ongoing</p>	<p>Course Evaluations</p>
<p>InFocus 5 Small Group Session</p>	<p>Created a small group session on Bias in Clinical Practice, Part 2 focused on how to address the positive and negative aspects of cognitive processes that influence medical decision making</p>	<p>Spring 2015, Ongoing</p>	<p>E*Value</p>
<p>InFocus 6 Sessions</p>	<ul style="list-style-type: none"> <li>o Clinical patterns, stereotypes and hidden biases large group discussion for third year students</li> <li>o Optional reflection session on race and bias in clinical medicine</li> </ul>	<p>Fall 2016, Ongoing</p>	<p>E*Value</p>

Curriculum Content Review	Curriculum Review for references to race, ethnicity, ancestry, culture, gender identity and LGBTQ issues, and provided guidance on how to contextualize race, clarify references, remove inappropriate references, and coaching on how to address such references in the lecture	AY 2015-2016	E*Value question on how/whether race was addressed appropriately
Faculty Development with Art and Science of Medicine Faculty	<ul style="list-style-type: none"> <li>o Created and delivered unconscious bias educational training to all ASM Year 1 and 2 small group faculty</li> <li>o Revision of faculty development guides to include approaches to mitigate bias during small group sessions</li> <li>o Focus on bias during faculty development sessions as the course progresses to allow faculty to be mindful about their teaching practices</li> </ul>	Fall 2015, Ongoing	Session Evaluations
Faculty Development with Faculty Advisors	<ul style="list-style-type: none"> <li>o Created and delivered unconscious bias training to all faculty advisors</li> <li>o ASM special faculty development on facilitating around bias in oral presentations and write-ups</li> </ul>	Fall 2015, Ongoing	Session Evaluations
Faculty Development with Course and Clerkship Directors	<ul style="list-style-type: none"> <li>o Created and delivered unconscious bias educational training</li> <li>o Faculty development session led by Dr. Lundy Braun</li> <li>o Ongoing Clerkship Director faculty development to discuss and review clinical environment cases of bia</li> </ul>	Fall 2015, Ongoing	Session Evaluations
<b>Admissions</b>			
<b>What</b>	<b>Details</b>	<b>Date</b>	<b>Evaluation</b>

Standardized Interview Questions [1]	Standardized interview questions added to the student interview based on the following categories 1) Cultural competence/Tolerance 2) Teamwork/Collaboration 3) Ethical responsibility to self and others/Social conscience 4) Resilience and Adaptability/Resourcefulness/Tolerance 5) Capacity for Improvement/Self-Aware/Humility 6) Leadership	September 2015	N/A
Preferred Names and Pronouns	Students are now able to specify the preferred name and preferred pronoun they would like to be used in the educational environment upon admission to school	AY 2016-17	N/A

**Student Affairs**

What	Details	Date	Evaluation
Restructuring MSPE	Restructuring the MSPE, our ranking system, and how students are selected for awards to be more inclusive of how students engage with the school and local community via leadership, service, scholarship, etc. We are now intentional about making sure that as full a spectrum of students as possible is selected for committees and leadership roles. We also created a graduation award related to combatting racism/bias	Winter 2015	N/A

**Department Wide**

What	Details	Date	Evaluation
Racism Related Resources	Partnership with the Library Services team to expand and increase the number of books related to racism in medicine and other social justice issues that impact communities of color	August 2016, Ongoing	N/A
Appointment of Project Manager for Race and Bias Initiatives	Provided FT staff support via Pete Zweig, MPA, who will manage projects related to the Racism and Bias other special initiatives	June 2016	Employee Yearly Evaluation

Racism Reporting Mechanism	Worked with Hospital Leadership across the system to establish a reporting mechanism to monitor racist and biased behavior towards patients in all clinical environments throughout the Health System by	AY 2016-17	Utilization Data
<b>Race and Bias Activities, Programs, and Projects</b>			
Efforts the <b>CMCA</b> and <b>ODI</b> has undertaken to mitigate bias and promote anti-racism			
What	Details	Date	Evaluation
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	TBD
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	TBD
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	TBD
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	TBD
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	TBD
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	TBD



Increased Presence of Faculty of Color	Hired and successfully supported Sharon Washington, EdD to CMCA team and faculty in Medical Education	2015 Ongoing	TBD
	Currently working in collaboration with MedEd to recruit Leona Hess, PhD as an expert educator and strategic planner for our respective areas	2016, Ongoing	TBD
	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	2016, Ongoing	Institutional Census data