

The Racism & Bias Initiative at the Icahn School of Medicine

2023-2024 Change Targets

Medical Education

Structural Change

Policies, Practices, and Resource Flow

1. Conduct a comprehensive evaluation of the PREview Situational Judgement Test to analyze the effectiveness and equity in the admissions selection process. (Admissions Sphere)
2. Integrate teaching of anti-racist practice longitudinally across the redesigned curriculum. (Curricular Affairs Sphere)
3. Increase clarity and consistency of how the new anti-oppressive Medical Education Program Objective (MEPO) will be assessed across all four years of the curriculum. (Curricular Affairs Sphere)
4. Scale up the standardized patient session on navigating the racist behavior of patients or colleagues during clinical encounters, with the goal of every student completing this session in ASCEND. (Curricular Affairs Sphere)
5. Enhance access to technology for students to complete academic work (Resource Sphere)
6. Facilitate more Mount Sinai community involvement in library collection development for materials related to racism and bias. (Resource Sphere)
7. Increase knowledge around citational justice among students and faculty (Resource Sphere)
8. Build a centralized virtual space to locate and share resources and tools related to racism and bias across UME and GME (Resource Sphere)
9. Implement a mechanism to track policy utilization that will allow medical education to address disparities in academic outcomes for medical students (Medical School-wide Sphere with Student Affairs, Curricular Affairs, and CQI)
10. Restructure Medical Education's guiding coalition to promote accountability across the medical school (Medical School-wide Sphere)
11. Establish a Chats for Change series in collaboration with Mount Sinai Health Partners. (Clinical Sphere)

Relational Change

Relationships, Connections, and Power Dynamics

12. Enhance recruitment efforts through premedical affinity groups and institutional outreach (Admissions Sphere)
13. Establish a culture of open and active collaboration among members of the Faculty Diversity Council (Clinical Sphere)
14. Enhance the comfort of the Sinai community to discuss issues related to racism in clinical practice, and their familiarity with mechanisms for reporting racism and bias. (Clinical Sphere)
15. Strengthen relationships and create opportunities for collaboration between GSBS and Medical Education Department (Medical School-wide Sphere)

Transformative Change

Mental Models

16. Develop Clinical Competency Mentors who are grounded in personal awareness and antiracist knowledge and skill, and who are equipped with the expertise to seamlessly integrate these values into the foundational clinical instruction of students in the ASCEND curriculum (Curricular Affairs)
17. Enhance growth in personal awareness and anti-racist knowledge and skills among course and clerkship directors who are front-line voices to students and faculty (Curricular Affairs)
18. Enhance the visibility of Chats for Change to continue to dialogue and promote anti-racism transformation in our work and learning environment. (Medical School-wide Sphere)

Graduate Education

1. Increase the capacity of Graduate School training programs and Research Departments to be responsive to unmet student needs.
2. Increase the access of tools and resources to empower individuals to integrate anti-racist practices into the research and learning environment.
3. Build a network to provide support, enhance collaboration, and share resources among students, trainees, post-docs, faculty, and staff engaged in DEIA efforts in the research and learning environment.
4. Establish a clear directive and process for training programs and research departments to actively participate in the Graduate School Racism and Bias Initiative Change Targets.