

Virtual, Longitudinal, In-Depth Teaching of Anti-Racism to Residents

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SUMMARY

A conference series designed for internal medicine resident physicians with a goal of (1) building trainee capacity to address race and racism, and (2) facilitating trainee development of techniques and strategies that result in the provision of high quality and just care for patients of color.

BACKGROUND

Systemic racism in the United States has resulted in a healthcare system that provides unequal treatment to members of minority communities, contributing to health disparities that have persisted over time, despite controlling for other socioeconomic factors..

To ameliorate the racism experienced by patients and providers in medicine, we sought to create a yearlong educational experience for residents to learn and develop anti-racism skills through deep interpersonal reflection on individual biases and behaviors.

While many anti-racism curricula exist, medical trainees do not routinely receive instruction in how to address racism, embedded in both society at large and the healthcare system. Such training is critical in order to better meet the needs of patients from communities of color.

OBJECTIVES

- To stimulate explicit dialogue around racism in order to increase awareness and encourage self directed learning.
- To facilitate resident self-reflection, evaluation, and processing of individual biases and internal discomfort around the topic of race.
- To explore racially exploitative medical and public health practices and how they impact patient relationships, create unconscious bias, and perpetuate white racial framing.
- To normalize thoughtful discussions of medically relevant topics in society as a powerful tool for trainees to digest and use as an agent for change to respond to racism in medicine.

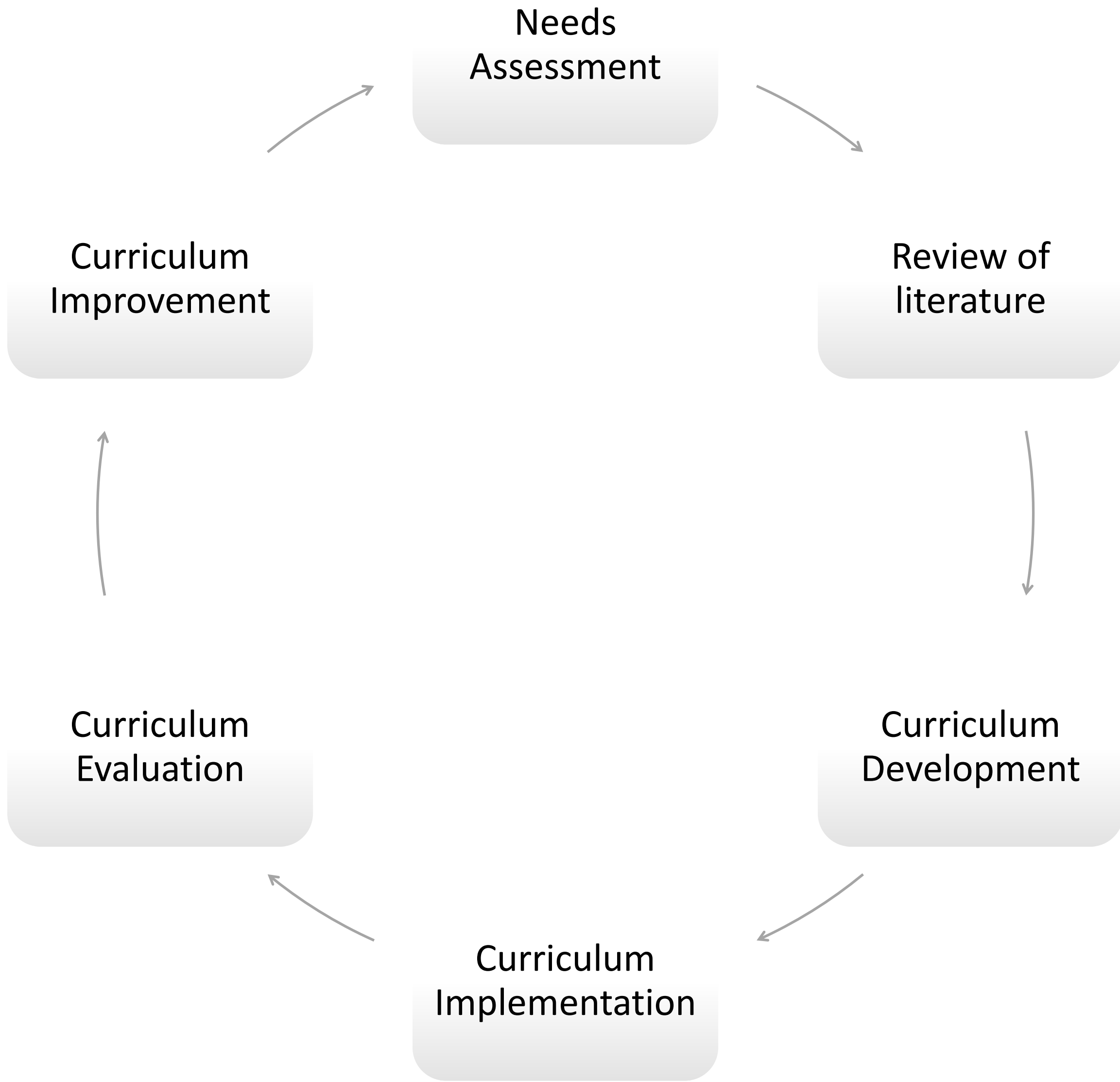
METHODS

CURRICULUM DESIGN

Novel curriculum developed by collaboration of multi-generational and multi-racial team of primary care physicians

Grounded theory approach informed by individual perspectives, practical experiences, and scholarly readings

Conferences moderated by 2 experts: 1 consistent participant and 1 selected based on topic expertise



SESSION OUTLINE

- Pre-conference: independent learning with pre-selected videos, articles and interviews
- Conference:
 - Introduction and thoughtful questions and topics presented
 - Small break-out group sessions (n=3, consistent through all sessions)
 - Large group session with sharing and discussion
- Post-conference: survey feedback and group initiated responses

SESSION TOPICS

Year-long conference series for the Primary Care residency consisting of 8 sessions with 15 residents in each session (n=38; 30 residents, 1 chief resident, 7 faculty)

- 1 • Introduction and Expectations
- 2 • Racial Identity
- 3 • Racism as a Social Determinant of Health
- 4 • Race in the Medical Literature
- 5 • Responding to Racial Aggressions
- 6 • Racism in Dietary Counseling
- 7 • The Covid-19 Vaccine and A Brief History of Racism in Medicine
- 8 • Reflection and organization

EXPECTED ANALYSES

Participants are invited to complete an anonymous feedback survey after each session to assess whether objectives were met and to provide qualitative, constructive feedback on the session content.

Two focus groups will be held for residents to reflect on objectives, impact on personal and professional experiences and motivation for future engagement.

Information gathered will be used to improve and adapt conference series for future residents.