



# Developing a Dedicated Chief Resident in an Equity and Advocacy Role in an Internal Medicine Residency Program

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## BACKGROUND

- Traditional duties of all chief medical residents (CMRs) include teaching, administration, quality/safety, and wellness.
- Given the dominant role health inequity has on burden of disease, Internal Medicine Residency programs should take an active stance in furthering health equity and advocacy efforts in their training programs to produce future physician leaders in the field.
- Programs commonly have assigned CMR roles focused on teaching and quality improvement.
- Our innovative approach has been to develop a chief resident of equity and advocacy (CREA) position.

**GOAL:** To foster awareness of health inequity, teach its impact on clinical care and develop residents' skills in managing social determinants.

## CREA Responsibilities

### Teaching and Curriculum Development

- SDOH curriculum: Created content for interns to be delivered over 4 academic half days and SDOH themed morning reports for all residents
- Community clinic experiences: Partnered with a Chicago-based FQHC to offer 2 new continuity clinic sites.
- Health Equity Elective: Developed 2 week elective with clinical (i.e. how to deliver care for vulnerable populations) and non-clinical experiences (i.e. health legislation)

### Administration and Advocacy

- Noon Conference Series: Quarterly talks to expose residents to health disparities and career paths to help mitigate the gaps
- Messaging: Curates equity/advocacy content on CMR Twitter account and Equity corner of weekly residency email

## CREA Selection and Professional Development

- Selection has occurred through peer and self-nomination.
- Professional development has included building relationships between a university hospital and FQHC, curriculum development and supporting relationships with leaders and role models in equity and advocacy.

**CONCLUSIONS:** Through the CREA role, we will grow our curriculum to better train residents to care for vulnerable patients while learning how to overcome systemic barriers through research, advocacy, and community engagement. We aim to grow the skills of both residents and CMRs as future leaders in equity and advocacy.