URM Outreach Dinners to Build Supportive Networks
Chidiogo Anyigbo MD MPH¹, Aisha Barber Davis MD¹,²

¹Children’s National Health System, Washington, DC; ²George Washington University School of Medicine and Health Sciences, Washington, DC

BACKGROUND
- Increasingly diverse patient population
- Leaky pipeline impacting transition from residency to faculty
- Efforts for recruitment and support of URM trainees do not focus on resident to faculty transition
- URM residents may have unique mentoring needs
- Challenges to fostering an institutional climate that addresses these needs

GOALS
- To create a safe space for dialogue about topics of interest to minority trainees
- To create opportunities for URM residents to meet supportive faculty
- To generate a community of support

TEAM & ROLES
- Resident champion: scheduling, notification
- Faculty champion: advising, support
- Program leadership: financial support
- Resident & faculty hosts: co-facilitate, gather feedback

NEEDS ASSESSMENT
- Anonymously completed by URM residents
- Response rate 66% (8/12)

LESSIONS LEARNED
- Our URM residents have unique experiences and want program to help address them.
- Generating a “critical mass” can be a challenge but not a deterrent
- Diffuse the burden of coordination to enhance sustainability and diminish racial fatigue
- Resident led initiatives most successful

IMPULATIONS
- Small initiative can address big issues
- Example of way to cultivate an institutional climate that addresses the needs of trainees from minority groups
- Applicable to other marginalized groups (ie international, LGBTQ, etc)

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NEXT STEPS
- Tailor future gatherings
- Repeat survey after pilot year
- Engage throughout the pipeline
- Permanent funding
- Consider national needs assessment

PROGRESS TO DATE
- Faculty champion worked with program leadership to secure funding ($1000 per year)
- Resident & faculty hosts briefly summarize topic/ article, co-facilitate discussion
- 1/3 of URM residents attended first session to discuss implicit bias on weekend evening at a restaurant
- Narrative comment: “Helpful to discuss the [ implicit bias] article and confirm that I am not alone.”
- Next dinner: mentee training and speed mentoring event
- Engaging faculty to dispel myth of “all in one” mentor for URM trainees

PROJECT CONTACT: canyigbo@childrensnational.org
abdavis@childrensnational.org