

APPD Confronting Racism Action Plan and Dashboard

1. Commitment as APPD and Individual Programs to becoming anti-racist		
Create a video of APPD Leadership - "What is our commitment to anti-racism?"	1 month	John Frohna
Statement in support of students, residents, fellows who are actively protesting and advocating for the health and well-being of their patients	1 month	Javier + Advocacy and Community LC
Re-examine our mission statement to reflect our commitment to DEI	1 month	APPD Board
Model anti-racist and inclusive behavior in APPD for other organizations	6 months	APPD Board
2. Roadmap for being an Anti-Racist Organization		
Define what it means to be anti-racist as an organization/institution (for APPD and individual member institutions)	6 months	UIM LC
Define steps to take to be anti-racist	6 months	UIM LC
Create job description for Vice Chair of Diversity, Chief Diversity Officer, and other Leadership Positions	6 months	UIM LC

3. Developing Educational Materials for Teaching Ourselves/Our Faculty/Residents/Fellows to be Anti-Racist		
<i>Program Leadership/Faculty Development</i>		
Virtual Café Educational Series for APPD and APA Membership and Faculty	1 month	UIM + Curriculum + APA
Fall APPD Conference Workshop on Racism, Structural Racism, and How to Do Anti-Racism Work	3 months	Fall Meeting Committee; UIM LC
Pursue CME/MOC2/MOC4 Credit for doing Anti-Racism Work	3 months	Linda Waggoner-Fountain
Faculty Development Toolkit on ShareWarehouse	6-12 months	UIM + Curriculum + Fac Dev LCs
Implicit Bias/Microaggression Training Built Into LEAD/LEAPES	Already Done	LEAD and LEAPES Council
Implicit Bias/Microaggression Training Built Into Chief Resident Forum	6 months	Chief Resident EC
<i>Resident/Fellow Development</i>		
Toolkit/Curricular Materials for Residencies/Fellowships	6-12 months	UIM + Curriculum LCs + Greater APPD Community
Work with ACGME to: <ul style="list-style-type: none"> a. make Anti-Racism Curriculum required for all specialties b. make faculty development required for all specialties c. policies around anti-discrimination 	12 months	APPD Board

4. Address High Proportion of Dismissed Residents/Fellows who are UIM		
Bring Awareness to Members re: High Proportion of Dismissed Residents/Fellows who are UIM	Already done	Fall Meeting
Develop processes for programs to look at their own data	6 months	
Develop processes for supporting program leadership in developing remediation plans	6 months	
Explore ways of providing mentorship to residents who are being remediated	6 months	
5. Mentoring/Sponsoring our UIM Membership		
UIM Mentoring Program for PDs, APDs, FDs, AFDs	6 months	Fac Dev LC
UIM Mentoring Program for Coordinators	6 months	Coordinator EC
UIM Mentoring Program for Chief Residents	6 months	Chief Resident EC
UIM Mentoring Program for Residents (Advancing Inclusiveness in Medical Education Scholars (AIMS) Program)	Already done	Lahia Yemane (Director of AIMS)
6. Research		
Supporting Research Studies on Structural Racism, Inclusive Learning Environments Through LEARN	Already doing	LEARN
Supporting Research Studies on Structural Racism, Inclusive Learning Environments Through APPD Special Projects Grants	Already doing	Special Projects Grants Committee
7. Work with Outside Organizations to Dismantle Racism		
Partner with FOPO and PEEAC (COMSEP, CoPS, AMSPDC, APA) <ol style="list-style-type: none"> 1. Financial investment to do DEI work (especially for pipeline programs, recruitment efforts etc.) 2. Build economic incentives to do DEI work to address minority tax 3. Empowering allies to help 4. Steps to take for Anti-Racist Organization 5. Explore promotions to support UIM individuals, those dedicated to DEI 	1 month	APPD Board

<ul style="list-style-type: none"> 6. Develop mentoring/sponsoring programs to support those in academic medicine 7. Job Descriptions 8. Faculty Development 9. Trainee Development 		
<p>Partner with Children's Hospital Association</p> <ul style="list-style-type: none"> a. Having and posting anti-discrimination policies for faculty, learners, staff, patients/families b. Addressing microaggressions in staff, faculty, learners c. Quality metrics looking at race/ethnicity through an equity lens – how hospitals collect this information (not asking patients/families, not self-identified) d. Security being overcalled on UIM patients/families e. CPS being overcalled on UIM f. Interpreter Use 	3-6 months	APPD Board