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# Update on our Confronting Racism Action Plans

February 4, 2021



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# Spring APPD Conference

- ▶ March 23-26, 2021
- ▶ 11am-5:30pm Eastern Time / 8am-2:30pm Pacific Time
  - ▶ (with optional Social Events 6-7pm ET)
- ▶ Features:
  - ▶ Keynote Address from Javier Gonzalez del Rey, MD, MEd (Past President)
  - ▶ Outstanding Enhanced Learning Sessions
  - ▶ Interactive Table To Able Sessions
  - ▶ Phenomenal Learning Communities
  - ▶ Engaging Grassroots Sessions (including New Vice Chairs of Education Grassroots)
  - ▶ APPD/ABP/ACGME Updates
- ▶ Registration opening soon!



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# Agenda

- ▶ Share what the Confronting Racism Action Team has been doing
- ▶ Generate new ideas from all of you



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# Confronting Racism





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# Confronting Racism Action Team

- 5/30 – Letter to the APPD Community addressing racial injustice
- Early June – APPD Board created Confronting Racism Action Team
  - Goal: Promote anti-racist approaches to medical education, build inclusive learning environments, and eliminate health inequities for children and communities
- Late June/Early July – Involved the Learning Communities



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# Confronting Racism

Acad Pediatr. 2020 Aug 27

doi: [10.1016/j.acap.2020.08.017](https://doi.org/10.1016/j.acap.2020.08.017) [Epub ahead of print]

PMCID: PMC7450251

PMID: [32861803](https://pubmed.ncbi.nlm.nih.gov/32861803/)

## Dismantling Racism: APPD's Commitment to Action

[Rebecca Blankenburg](#), MD, MPH,<sup>1,\*</sup> [Patricia Poitevien](#), MD, MSc,<sup>2</sup> [Javier Gonzalez del Rey](#), MD, MEd,<sup>3</sup>  
[Megan Aylor](#), MD,<sup>4</sup> [John Frohna](#), MD, MPH,<sup>5</sup> [Heather McPhillips](#), MD, MPH,<sup>6</sup> [Linda Waggoner-Fountain](#), MD,<sup>7</sup> and  
[Laura Degnon](#), CAE<sup>8</sup>



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# Confronting Racism Action Team

- APPD Fall Conference – Shared our progress to date
- January – Expanded our Confronting Racism Action Team
- Ongoing – Committed to quarterly updates to hold ourselves accountable and continue to engage our full membership



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# Confronting Racism Action Team

## APPD Board

- Becky Blankenburg
- Pat Poitevien
- Megan Aylor
- Heather McPhillips
- Linda Waggoner-Fountain

## Next Gen Pediatricians

- Rebekah Fenton

## @FuturePedsRes

- TBD

## AIMS

- Victoria Mitre
- Tatiana Ndjatou
- Melissa Rodriguez

## APPD Chief Residents EC

- Ana Clara Mauro
- Jonathan Lebowitz
- Annie Gula

## APPD Coordinators EC

- Beth Wueste

## APPD APD EC

- Mollie Grow

## APPD Fellowship Directors EC

- Hayley Gans

## APPD URM in GME LC

- Sybil Pentsil

## APPD Curriculum LC

- Mike Weisgerbger
- Sarah Gustafson
- Stacy Laurent

## APPD Faculty and Professional Dev LC

- Elizabeth Bonachea





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## Also Collaborating With

- Federation of Pediatric Organizations (FOPO)
  - AAP, ABP, AMSPDC, APA, APS, SPR (and APPD)
- Pediatric Education Excellence Across the Continuum (PEEAC)
  - AMSPDC, APA, COMSEP, CoPS (and APPD)
- Children's Hospital Association
- NextGenPediatricians
- @FuturePedsRes
- And many others



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# Confronting Racism

## APPD's Commitment to Confronting Racism

1. Organizational Role Modeling
2. Training Environment
3. Develop UIM Pathway
4. Health Care Disparities



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# Confronting Racism Action Team: Organizational Role Modeling

## 1a. Commitment as APPD and Individual Programs to becoming anti-racist

Re-examine our mission statement to reflect our commitment to DEI	Done	APPD Board
Create a video of Board/ PDs/APDs/Coordinators/Chiefs - "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 Gonzalez del Rey + CHAT LC
Model anti-racist and inclusive behavior in APPD for other organizations	6 months	APPD Board



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# Confronting Racism Action Team: Organizational Role Modeling

## 1b. Creating a 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	APPD Confronting Racism Action Team
Define steps to take to be anti-racist	6 months	APPD Confronting Racism Action Team
Create job description for Vice Chair of Diversity, Chief Diversity Officer, and other Leadership Positions	6 months	APPD Confronting Racism Action Team



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# Confronting Racism Action Team: Organizational Role Modeling

The screenshot shows a web browser window with the address bar displaying [appd.org/about/confronting-racism/](http://appd.org/about/confronting-racism/). The browser's navigation bar includes back, forward, and refresh buttons, along with search, star, and update icons. The website's header features the APPD logo on the left and a navigation menu with the following items: Meetings & Education, Networking & Groups, News & Publications, Careers & Opportunities, Resources & Programs, and About APPD. The main content area of the page is titled "APPD's Commitment to Confronting Racism" in a large, bold, dark blue font. Below this title, there is a sub-section titled "APPD's Commitment to Confronting Racism" followed by the text "VIEW FROM THE ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS". A blue link is provided: [Dismantling Racism: Association of Pediatric Program Directors' Commitment to Action](#). Below the link, the names of the authors are listed: Rebecca Blankenburg, MD, MPH; Patricia Poitevien, MD, MSc; Javier Gonzalez del Rey, MD, MEd; Megan Aylor, MD; John Frohna, MD, MPH; Heather McPhillips, MD, MPH; Linda Waggoner-Fountain, MD; and Laura Degnon, CAE. The citation information is given as **Academic Pediatrics 2020; 20:1051-1053**. At the bottom of the visible content, there is another sub-section titled "APPD's Confronting Racism Action Plan and Dashboard" with a blue link: [APPD's Confronting Racism Action Plan and Dashboard](#).



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# Confronting Racism Action Team: Organizational Role Modeling



appd.org/about/confronting-racism/



Update



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Meetings &  
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APPD

## APPD and APA PHM Leadership SIG Confronting Racism Virtual Cafes

Led by APPD and APA PHM Leadership SIG Series Team

Emma Omoruyi, Tye Winters, Aisha Barber, Francisco Alvarez, Michael Bryant, and Becky Blankenburg

Third Thursday each month, 4-5pm EST [Register Here](#)

### Thursday, February 4, 2021: Update on APPD Confronting Racism Plans

- Becky Blankenburg, MD, MPH (APPD President)

### Thursday, January 21, 2021: Everyday Allyship: From Introspection to Impact

- Melissa Klitzman, MD (Indiana University School of Medicine)
- Janine Zee-Cheng, MD (Indiana University School of Medicine)



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# Confronting Racism Action Team: Training Environment

## 2a. Education materials for Program Leadership / Faculty Development

Confronting Racism Virtual Café Educational Series for APPD Membership/Faculty	Ongoing	UIM LC + APA PHM Leaders SIG
Fall APPD Conference Workshop on Racism, Structural Racism, and How to Do Anti-Racism Work	Done	Fall Meeting Committee; UIM LC
Pursue CME/MOC2/MOC4 Credit for Anti-Racism Work at Home Institutions	Ongoing	Linda Waggoner-Fountain
Faculty Development Toolkit on ShareWarehouse	6-12 months	UIM LC + Fac Dev LC



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# Confronting Racism Action Team: Training Environment

## 2b. Education materials for APPD Leadership Programs

Incorporate implicit bias and anti-racism training in LEAD	Ongoing	LEAD Council
Incorporate implicit bias and anti-racism training in LEAPES	Ongoing	LEAPES Council
Incorporate implicit bias and anti-racism training in Chief Resident Forum / Virtual Cafes	Ongoing	Chief Resident EC





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# Confronting Racism Action Team: Training Environment

## 2c. Education materials for residents and fellows

Toolkit/Curricular Materials for Residencies/Fellowships

6-12 months

UIM LC +  
Curriculum  
LC

Work with ACGME to:

12 months

APPD Board

- a. Make Anti-Racism Resident Curriculum required for all specialties
- b. Make Anti-Racism Faculty Development required for all specialties
- c. Policies around anti-discrimination



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# Confronting Racism Action Team: Training Environment

## 2d. Develop Assessment Strategies for Anti-Racism

Developing EPA for Anti-Racism and Social Determinants of Health

Ongoing

ABP Leading,  
with APPD  
and other  
members  
collaborating



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# Confronting Racism Action Team: Training Environment

## 2e. Supporting Research Studies on Structural Racism and Building Inclusive Learning Environments

Supporting Research Studies on Structural Racism, Inclusive Learning Environments Through LEARN	Ongoing	LEARN
Supporting Research Studies on Structural Racism, Inclusive Learning Environments Through APPD Special Projects Grants	Ongoing	Special Projects Grants



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# Confronting Racism Action Team: Training Environment

## 2f. Address High Proportion of Dismissed Residents/Fellows who are UIM

Bring Awareness to Members re: High Proportion of Dismissed Residents/Fellows who are UIM	Done	APPD Fall Conference Keynote
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	



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# Confronting Racism Action Team: Develop UIM Pathway

## 3a. Mentoring/Sponsoring UIM Students/Residents/Fellows

UIM Mentoring Program for Residents (Advancing Inclusiveness in Medical Education Scholars (AIMS) Program)	Done	AIMS Leadership
Supporting NextGenPediatricians (UIM Peds Residents/Fellows who are mentoring students/residents in application process)	Ongoing	URM LC + NextGen Pediatricians
Supporting Tour for Diversity in Medicine (UIM Students)	Ongoing	URM LC + T4D
Presenting at SNMA and LMSA	Ongoing	URM LC
Developing more robust pathways for UIM elementary school, middle school, high school, community college, college students	Ongoing	AMSPDC Workforce Initiative (COMSEP + APPD)



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# Confronting Racism Action Team: Develop UIM Pathway

## 3b. 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



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# Confronting Racism Action Team: Develop UIM Pathway

## 3c. Working with Outside Organizations to Invest in and Develop UIM Pathway

Partner with FOPO (AAP, ABP, AMSPDC, APA, APS, SPR) and PEEAC (COMSEP, CoPS, AMSPDC, APA)

- Build economic incentives to do DEI work to address minority tax
- Empower allies to help
- Explore promotions to support UIM individuals, those dedicated to DEI
- Develop mentoring/sponsoring programs to support UIM individuals in academic medicine
- Job Descriptions for DEI Work

Ongoing

APPD Board



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# Confronting Racism Action Team: Health Care Disparities

## 4a. Working with Outside Organizations to Invest in and Develop Anti-Racism Plans and Improve Anti-Racism Approaches to Patient Care

### Partner with Children's Hospital Association

- Creating and posting anti-discrimination policies for faculty, learners, staff, patients/families
- Addressing microaggressions in staff, faculty, learners
- Quality metrics looking at race/ethnicity through an equity lens - including how hospitals collect this information (some are not asking patients/families, not self-identified)
- Security being overcalled on UIM patients/families
- CPS being overcalled on UIM patients/families
- Appropriate Interpreter Use

3-6 months

APPD Board





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# Confronting Racism Action Team: Health Care Disparities

## 4b. Ongoing Work in our Learning Communities

Community Health and Advocacy Training Learning Community	Ongoing	Comm Health and Advocacy LC
Global Health LC	Ongoing	Global Health LC



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Questions, Comments, Thoughts?



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Thank You