Update on our Confronting Racism Action Plans

February 4, 2021
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!
Agenda

- Share what the Confronting Racism Action Team has been doing
- Generate new ideas from all of you
Confronting Racism
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
Dismantling Racism: APPD's Commitment to Action

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
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
Confronting Racism Action Team

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

**Next Gen Pediatricians**
- Rebekah Fenton

**@FuturePedsRes**
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- Sybil Pentsil

**APPD Curriculum LC**
- Mike Weisgerbger
- Sarah Gustafson
- Stacy Laurent

**APPD Faculty and Professional Dev LC**
- Elizabeth Bonachea
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
### APPD’s Commitment to Confronting Racism

1. Organizational Role Modeling
2. Training Environment
3. Develop UIM Pathway
4. Health Care Disparities
Confronting Racism Action Team: Organizational Role Modeling

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

<table>
<thead>
<tr>
<th>Task</th>
<th>Time</th>
<th>Responsible Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Re-examine our mission statement to reflect our commitment to DEI</td>
<td>Done</td>
<td>APPD Board</td>
</tr>
<tr>
<td>Create a video of Board/ PDs/APDs/Coordinators/Chiefs - &quot;What is our commitment to anti-racism?&quot;</td>
<td>1 month</td>
<td>John Frohna</td>
</tr>
<tr>
<td>Statement in support of students, residents, fellows who are actively protesting and advocating for the health and well being of their patients</td>
<td>1 month</td>
<td>Javier Gonzalez del Rey + CHAT LC</td>
</tr>
<tr>
<td>Model anti-racist and inclusive behavior in APPD for other organizations</td>
<td>6 months</td>
<td>APPD Board</td>
</tr>
</tbody>
</table>
### 1b. Creating a Roadmap for being an Anti-Racist Organization

<table>
<thead>
<tr>
<th>Task</th>
<th>Timeframe</th>
<th>Applicable Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>Define what it means to be anti-racist as an organization/institution (for APPD and individual member institutions)</td>
<td>6 months</td>
<td>APPD Confronting Racism Action Team</td>
</tr>
<tr>
<td>Define steps to take to be anti-racist</td>
<td>6 months</td>
<td>APPD Confronting Racism Action Team</td>
</tr>
<tr>
<td>Create job description for Vice Chair of Diversity, Chief Diversity Officer, and other Leadership Positions</td>
<td>6 months</td>
<td>APPD Confronting Racism Action Team</td>
</tr>
</tbody>
</table>
Confronting Racism Action Team: Organizational Role Modeling

APPD’s Commitment to Confronting Racism

APPD’s Commitment to Confronting Racism

VIEW FROM THE ASSOCIATION OF PEDIATRIC PROGRAM DIRECTORS

Dismantling Racism: Association of Pediatric Program Directors’ Commitment to Action

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; Laura Degnon, CAE

Academic Pediatrics 2020; 20:1051-1053

APPD’s Confronting Racism Action Plan and Dashboard

APPD’s Confronting Racism Action Plan and Dashboard
Confronting Racism Action Team: Organizational Role Modeling

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

<table>
<thead>
<tr>
<th>Activity</th>
<th>Status</th>
<th>Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confronting Racism Virtual Café Educational Series for APPD Membership/Faculty</td>
<td>Ongoing</td>
<td>UIM LC + APA PHM Leaders SIG</td>
</tr>
<tr>
<td>Fall APPD Conference Workshop on Racism, Structural Racism, and How to Do Anti-Racism Work</td>
<td>Done</td>
<td>Fall Meeting Committee; UIM LC</td>
</tr>
<tr>
<td>Pursue CME/MOC2/MOC4 Credit for Anti-Racism Work at Home Institutions</td>
<td>Ongoing</td>
<td>Linda Waggoner-Fountain</td>
</tr>
<tr>
<td>Faculty Development Toolkit on ShareWarehouse</td>
<td>6-12 months</td>
<td>UIM LC + Fac Dev LC</td>
</tr>
</tbody>
</table>
# Confronting Racism Action Team: Training Environment

## 2b. Education materials for APPD Leadership Programs

<table>
<thead>
<tr>
<th>Incorporate implicit bias and anti-racism training in LEAD</th>
<th>Ongoing</th>
<th>LEAD Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incorporate implicit bias and anti-racism training in LEAPES</td>
<td>Ongoing</td>
<td>LEAPES Council</td>
</tr>
<tr>
<td>Incorporate implicit bias and anti-racism training in Chief Resident Forum / Virtual Cafes</td>
<td>Ongoing</td>
<td>Chief Resident EC</td>
</tr>
</tbody>
</table>
### Confronting Racism Action Team: Training Environment

#### 2c. Education materials for residents and fellows

<table>
<thead>
<tr>
<th>Toolkit/Curricular Materials for Residencies/Fellowships</th>
<th>6-12 months</th>
<th>UIM LC + Curriculum LC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work with ACGME to:</td>
<td>12 months</td>
<td>APPD Board</td>
</tr>
<tr>
<td>a. Make Anti-Racism Resident Curriculum required for all specialties</td>
<td></td>
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</tr>
<tr>
<td>b. Make Anti-Racism Faculty Development required for all specialties</td>
<td></td>
<td></td>
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<tr>
<td>c. Policies around anti-discrimination</td>
<td></td>
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</tbody>
</table>
### 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 |

Confronting Racism Action Team: Training Environment
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 |
## Confronting Racism Action Team: Training Environment

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

<table>
<thead>
<tr>
<th>Task</th>
<th>Timeframe</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bring Awareness to Members re: High Proportion of Dismissed Residents/Fellows who are UIM</td>
<td>Done</td>
<td>APPD Fall Conference Keynote</td>
</tr>
<tr>
<td>Develop processes for programs to look at their own data</td>
<td>6 months</td>
<td></td>
</tr>
<tr>
<td>Develop processes for supporting program leadership in developing remediation plans</td>
<td>6 months</td>
<td></td>
</tr>
<tr>
<td>Explore ways of providing mentorship to residents who are being remediated</td>
<td>6 months</td>
<td></td>
</tr>
</tbody>
</table>
## 3a. Mentoring/Sponsoring UIM Students/Residents/Fellows

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Status</th>
<th>Team/Initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td>UIM Mentoring Program for Residents (Advancing Inclusiveness in Medical Education Scholars (AIMS) Program)</td>
<td>Done</td>
<td>AIMS Leadership</td>
</tr>
<tr>
<td>Supporting NextGenPediatricians (UIM Peds Residents/Fellows who are mentoring students/residents in application process)</td>
<td>Ongoing</td>
<td>URM LC + NextGen Pediatricians</td>
</tr>
<tr>
<td>Supporting Tour for Diversity in Medicine (UIM Students)</td>
<td>Ongoing</td>
<td>URM LC + T4D</td>
</tr>
<tr>
<td>Presenting at SNMA and LMSA</td>
<td>Ongoing</td>
<td>URM LC</td>
</tr>
<tr>
<td>Developing more robust pathways for UIM elementary school, middle school, high school, community college, college students</td>
<td>Ongoing</td>
<td>AMSPDC Workforce Initiative (COMSEP + APPD)</td>
</tr>
</tbody>
</table>
## 3b. Mentoring/Sponsoring our UIM Membership

<table>
<thead>
<tr>
<th>UIM Mentoring Program</th>
<th>Duration</th>
<th>Leadership Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>UIM Mentoring Program for PDs, APDs, FDs, AFDs</td>
<td>6 months</td>
<td>Fac Dev LC</td>
</tr>
<tr>
<td>UIM Mentoring Program for Coordinators</td>
<td>6 months</td>
<td>Coordinator EC</td>
</tr>
<tr>
<td>UIM Mentoring Program for Chief Residents</td>
<td>6 months</td>
<td>Chief Resident EC</td>
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### 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

<table>
<thead>
<tr>
<th>Ongoing</th>
<th>APPD Board</th>
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**Confronting Racism Action Team:**

Develop UIM Pathway
### 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

<table>
<thead>
<tr>
<th>Partner with Children's Hospital Association</th>
<th>3-6 months</th>
<th>APPD Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Creating and posting anti-discrimination policies for faculty, learners, staff, patients/families</td>
<td></td>
<td></td>
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<tr>
<td>- Addressing microaggressions in staff, faculty, learners</td>
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<tr>
<td>- 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)</td>
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<tr>
<td>- Security being overcalled on UIM patients/families</td>
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<tr>
<td>- CPS being overcalled on UIM patients/families</td>
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<tr>
<td>- Appropriate Interpreter Use</td>
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<td></td>
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</tbody>
</table>
4b. Ongoing Work in our Learning Communities

<table>
<thead>
<tr>
<th>Learning Community</th>
<th>Status</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Health and Advocacy Training Learning Community</td>
<td>Ongoing</td>
<td>Comm Health and Advocacy LC</td>
</tr>
<tr>
<td>Global Health LC</td>
<td>Ongoing</td>
<td>Global Health LC</td>
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Questions, Comments, Thoughts?
Thank You