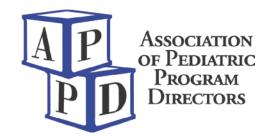


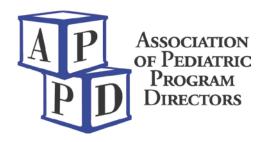
Update on our Confronting Racism Action Plans

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



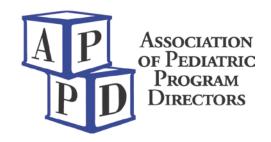
Confronting Racism





OF PEDIATRIC PROGRAM PROGRAM 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



Confronting Racism

Acad Pediatr. 2020 Aug 27 PMCID: PMC7450251

doi: 10.1016/j.acap.2020.08.017 [Epub ahead of print] PMID: 32861803

Dismantling Racism: APPD's Commitment to Action

Rebecca Blankenburg, MD, MPH,^{1,*} Patricia Poitevien, MD, MSc,² Javier Gonzalez del Rey, MD, MEd,³ Megan Aylor, MD,⁴ John Frohna, MD, MPH,⁵ Heather McPhillips, MD, MPH,⁶ Linda Waggoner-Fountain, MD,⁷ and Laura Degnon, CAE⁸



PROGRAM DIRECTORS 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



OF PEDIATRIC PROGRAM PROGRAM COnfronting Racism Action Team

APPD Board

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

Next Gen Pediatricians

Rebekah Fenton

<u>@FuturePedsRes</u>

> TBD

<u>AIMS</u>

- 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

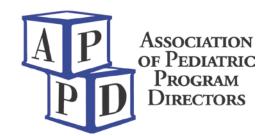
Sybil Pentsil

APPD Curriculum LC

- Mike Weisgerbger
- Sarah Gustafson
- Stacy Laurent

APPD Faculty and Professional Dev LC

Elizabeth Bonachea



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



Confronting Racism

APPD's Commitment to Confronting Racism

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



Association Confronting Racism Action Team: Program Organizational Role Modeling

1a. Commitment as APPD and Individual Programs to becoming antiracist

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



Association Confronting Racism Action Team: PROGRAM OF PEDIATRIC PROGRAM OF P

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
Define steps to take to be anti-racist	6 months	Action Team 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



Association Confronting Racism Action Team: Program 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



Association Confronting Racism Action Team: PROGRAM OF PEDIATRIC PROGRAM OF P



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)



Association Confronting Racism Action Team: PROGRAM DIRECTORS 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



Association Of Pediatric Program Directors Training Environment Association 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



Association Of Pediatric Program Directors Training Environment Association 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: a. Make Anti-Racism Resident Curriculum required for all specialties b. Make Anti-Racism Faculty Development required for all specialties	12 months	APPD Board
c. Policies around anti-discrimination		



Association Confronting Racism Action Team: Program Directors 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



Association Confronting Racism Action Team: PROGRAM DIRECTORS 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



Association Confronting Racism Action Team: PROGRAM DIRECTORS 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	



Association Confronting Racism Action Team: PROGRAM DIRECTORS 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)



Association Confronting Racism Action Team: Program Directors Develop UIM Pathway

3b. Mentoring/Sponsoring our UIM Membership UIM Mentoring Program for PDs, APDs, FDs, AFDs

UIM Mentoring Program for Coordinators	6 months	Coordinator EC
UIM Mentoring Program for Chief Residents	6 months	Chief Resident EC

6 months

Fac Dev LC



Association Confronting Racism Action Team: PROGRAM DIRECTORS 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)

Ongoing APPD Board

- 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



Association Confronting Racism Action Team: Program Directors 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



Association Confronting Racism Action Team: Program Directors 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



Confronting Racism

APPD's Commitment to Confronting Racism

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



OF PEDIATRIC PROGRAM PROGRAM COnfronting Racism Action Team

APPD Board

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

Next Gen Pediatricians

Rebekah Fenton

<u>@FuturePedsRes</u>

> TBD

<u>AIMS</u>

- 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

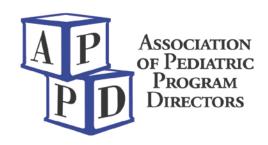
Sybil Pentsil

APPD Curriculum LC

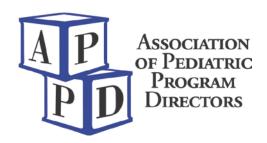
- Mike Weisgerbger
- Sarah Gustafson
- Stacy Laurent

APPD Faculty and Professional Dev LC

Elizabeth Bonachea



Questions, Comments, Thoughts?



Thank You