



Association of Pediatric Program Directors

6728 Old McLean Village Drive ❖ McLean, VA 22101-3906

Phone: (703) 556-9222 ❖ Fax: (703) 556-8729

E-Mail: info@appd.org ❖ www.appd.org

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Associate Chair of Education
Stanford University

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The Association of Pediatric Program Directors (APPD) stands in solidarity with Black and Brown graduate medical education (GME) leaders and learners across this country who contribute to the education of our trainees. We are acutely aware of the challenges faced by underrepresented in medicine (UIM) physicians in academic medicine and are grateful for their dedication to medical education and to patient care. Their tireless contributions as teachers, mentors and advocates enhance our training and clinical environments; these contributions must be celebrated and cherished even when speaking truths that call into question the care we provide or our institutional policies and cultures.

The APPD acknowledges we cannot promise our patients equitable care absent bias and racism if we do not first follow these standards within our educational institutions. We have made a commitment to confronting racism <https://www.appd.org/about/confronting-racism/> which includes 1. Building a roadmap to becoming an anti-racist organization; 2. Creating educational materials for teaching ourselves, our faculty, staff, residents and fellows to be anti-racist; 3. Mentoring and sponsoring our UIM members; 4. Research confronting racism; 5. Working with other organizations to confront racism to improve children's health, community health, and social justice.

The APPD maintains we must support anti-racism work within our institutions and champion our UIM colleagues as we all work together to create transformation in medicine that is much needed and long overdue. Retaliation is an incredibly effective form of suppression and oppression. Fear of that retaliation silences impactful voices we desperately need to improve our educational environments and the care we provide our patients and families. Speaking out against injustice in all of its forms is the duty of all of us as pediatricians and we as an organization will continue to work with our members to determine how best to advocate, teach, listen and learn.

Respectfully,

APPD Board