

AAMC CFAS DIVERSITY COMMITTEE CHAT 11/20/2020 2-3PM Pacific

00:18:11 VJ Periyakoil: Welcome everyone!! :)

00:18:29 Becky Haines: virtual components to meetings empower greater diversity of attendees across all meetings

00:20:12 Becky Haines: The American College of Radiology will hold another all virtual meeting in May 2021. Decision made this week.

00:20:24 Lumy Sawaki-Adams (she/her/hers): Completely agree @Becky

00:21:21 Eric Weissman - AAMC: What a great turnout! So happy to see you all here on a Friday before Thanksgiving!

00:24:52 Anab Aidid: Hello Everyone. This is said Ibrahim from Cornell. Please forgive me, It says Anab Aidid. That is my daughter. I am using her computer.

00:29:18 Eric Weissman - AAMC: If someone is really wanting to make a comment but isn't able to get into the conversation, please just enter your name in the chat field and I'll see to it that you're able to talk. Thank you!

00:29:37 Joshua Jacobs:Josh... :-)

00:30:00 Saul Levin, MBBCH, MPA, F-RCPsych:thanks.

00:37:08 Ellen Cosgrove : I vote for JEDI

00:38:20 Dr Mithu Sen: I have a comment

00:38:43 SANJAY SINGH: I support the inclusion of Justice, Inclusion and Equity in addition to Diversity

00:39:19 Yoshimi Anzai: Love STAR WARS. Vote for JEDI. Justice is the goal

00:40:22 Bertha Escobar-Poni: Bertha Escobar-Poni: I really like the 4 words as a title that speaks for it self: Justice, Equity, Diversity, and Inclusion. Diversity could include all the other ones but it depends of each individual point of point. Diversity had become such a common word that is rejected by some groups and other groups believe its own by them, but including the other three, it would support each other and support our mission.

00:43:06 Maria Manriquez-Sanchez: I agree with Justice which is what we strive for, Equity the lens we must view it through, Diversity who to bring to the table and Inclusion it speaks for itself. JEDI

00:43:34 Michelle Roett: @Maria well said

00:44:44 Michelle Roett: Love JEDI I do

00:44:52 jefferylaitman:Much wisdom in what Syed said. What is our goal, what is the means. I think that this is a valuable way to view this. Jeff

00:44:53 Scott Markowitz (he,him): Belonging could bring us to JIBED, which in sailing means shifting direction while heading downwind...

00:45:31 Monica Baskin: Not a fan of Star Wars, JEDI is a cool name!

00:45:43 Michelle Roett: We also changed our D&I office to Diversity, Equity & inclusion at Georgetown University School of Medicine, and changed our goals to reflect justice and anti-racism

00:47:24 Joshua Jacobs:While I like justice, equity, diversity, inclusion, and jedi is catchy...the risk of JEDI is someone could take offense...reading into the Star Wars story, and the poor representation and "caricaturization" of certain ethnicities... and that somehow we endorse these messages, which we obviously don't...

00:49:50 Anne Mosenthal, Lahey Hospital Medical Center: great discussion, sorry I have to sign off. Anne

00:50:01 Ellen Cosgrove : As a CME Dean for 20 years, We kept the rooms cold at meetings so participants would not fall asleep...68 was the sweet spot--too cold at the beginning of the meeting, but just right as the room filled up & esp post lunch...

00:50:03 VJ Periyakoil: Thanks Anne for joining us

00:52:06 michaelthomas: Dean Cosgrove is correct about room temps

00:53:28 Lumy Sawaki-Adams (she/her/hers): What a rich discussion!

00:53:59 Michelle Roett: Great points @Sylvia

00:54:52 Michelle Roett: Regarding the dance analogy, inclusion is being asked to dance, equity is dancing like no one is watching

00:56:20 Scott Markowitz (he,him): My thoughts were regarding an actionable item.

Just a suggestion: Leadership Selection:

Best Practices

Concept:

00:56:47 Scott Markowitz (he,him): 1. Early leadership positions at Division and Department Levels help to set faculty up for promotion and further leadership experience and opportunities.

2. Leadership positions within societies are viewed positively at Academic Institutions.

3. Women and people from URM groups are underrepresented in Campus (and society?) leadership at higher levels.

4. This can be seen as a pipeline issue. This includes opportunity and belonging/inclusivity of the pipeline.

00:58:33 Scott Markowitz (he,him): Proposal:

00:58:51 Scott Markowitz (he,him): 1. Coordinate with GWIMS and GDI.

2. Recommended Best Practices model for all levels of leadership selection.

3. Create presentation for CFAS Reps to receive and then deliver in our Societies and on our Campuses.

4. Create enduring materials (toolkit) for distribution.

00:59:06 Scott Markowitz (he,him): Sample of Best Practices:

00:59:26 Scott Markowitz (he,him): 1. Job Descriptions for every leadership position.

2. Job qualifications for each position vetted through EDI lens.

3. Selection processes checked for system biases and outcomes.

4. Data:

Exit interviews and data analytics.

Evaluation of the system by the candidates.

Transparency wherever possible.

00:59:37 Lumy Sawaki-Adams (she/her/hers): During LSL, someone suggested historically underrepresented groups (HUGs)

00:59:43 Scott Markowitz (he,him): Presentation Outline (sample):

01:00:08 Evelyn Granieri: are these objectives for faculty or for our patients....or both

01:00:09 Scott Markowitz (he,him): 1. Why does this matter?

2. How can this help our division, department, institution?

3. Fundamentals of Fair Selection.
4. Where can this apply?
5. How to measure the outcomes.
6. Resources available.

01:00:47 Scott Markowitz (he,him): Hi @Evelyn - to be offered to faculty (chairs and deans) but open to the subcommittee decision

01:01:38 Michelle Roett: Social mission alignment, linkage of academic programs with community outcomes

01:02:14 Michelle Roett: Health equity

01:03:09 Brad Barth: Great resource:

<https://apdsweb.s3.amazonaws.com/webfiles/docs/APDSDiversityInclusionToolkitJune2020.pdf>

01:04:18 Bertha Escobar-Poni:

<https://apdsweb.s3.amazonaws.com/webfiles/docs/APDSDiversityInclusionToolkitJune2020.pdf> This is the link for "The Association of Program Directors in Surgery - DIVERSITY & INCLUSION TOOLKIT"

01:05:00 abolt: Thank you, Dr. Escobar-Poni!

01:05:57 Brad Barth: Thanks Dr. Laryea for sharing

01:06:13 Yoshimi Anzai: I agree with Eric that Biomedical Basic Science platform was great. Short presentations on best practice followed by the breakout discussion

01:06:41 Eric Weissman - AAMC: Share work both from schools AND societies... would love to feature some of the work in this space that our member societies are doing.

01:07:32 Michelle Roett: Great resources compiled initially by medical students, but has been expanded <https://docs.google.com/document/d/1VDwQf-geYgmGysYOEclKOAj3MeqKhmnHhMYx4DQyr1g/mobilebasic>

01:07:49 Scott Markowitz (he,him): Here is the overview

01:08:14 Joshua Jacobs: Think globally (faculty, trainees, students, patients), but act locally (CFAS is most proximal to the faculty and academic societies)...

01:08:18 Michelle Roett: <https://gumc.georgetown.edu/racial-justice-committee-for-change/>

01:08:29 Michelle Roett: New Racial Justice Committee for Change

01:09:12 Michelle Roett: Great points @Maria

01:09:14 michaelthomas: I'm Mike Thomas, Chair of Ob/Gyn at the University of Cincinnati. I'm representing the American Society for Reproductive Medicine as it's Vice President. I just Chair a DEI committee for our fertility organization that made recommendations on how increase people of color and from the LGBTQ+ community into our profession and how to decrease the barriers for ALL patients to have a family in the future. Happy to share that document

01:09:36 Valeria Vásquez, Ph.D. She/her: Perhaps include on the cfos website links to URM societies. For example: <https://libguides.mssm.edu/diversity/orgs>

01:09:51 Eric Weissman - AAMC: great idea, valeria.

01:09:54 Michelle Roett: We have included health equity in all of our DEI activities

01:12:15 Becky Haines: The American College of Radiology's Commission for Women & Diversity has many resources here:

01:12:19 Becky Haines: <https://www.acr.org/Member-Resources/Commissions-Committees/Women-Diversity>

01:12:22 Monica Baskin: This is a great discussion. What I see as our next steps are: (1) consideration of new name that adds justice, equity and inclusion, (2) revisit our mission to make sure these issues are included, and (3) discussion of what we are "shooting for" and "shooting against"

01:12:24 Yoshimi Anzai: We, faculty and students, are here to serve for patients, so we have to keep patients and healthcare delivery a part of the JEDI mission

01:12:36 Eric Weissman - AAMC: Please share your resources here or with alex (abolt@aamc.org) - we'll compile and present in one place on the CFAS web pages.

01:12:45 Becky Haines: Thanks to AAMC for helping us get started several years ago.

01:13:06 Eric Weissman - AAMC: Speakers from the committee would be great!

01:14:49 Becky Haines: At ACR, we started reviewing all of our standards and guidelines for alignment with our D&I and health equity objectives. Specifically, we recently developed one of our first

01:15:08 Becky Haines: documents with transgender participation.

01:17:07 Becky Haines: Additionally, we are including health equity topics in our popular clinical educational programs like Case in Point (residents and clinicians) and Radiology-TEACHES (medical students)

01:17:31 Michelle Roett: Thanks for today's discussion, looking forward to next steps. Have a happy Thanksgiving!

01:17:43 jefferylaitman: Thank you VJ, Eric et al for enabling such a robust discussion. This was a terrific forum. Jeff

01:19:20 Yoshimi Anzai: Thank you, Ellen

01:19:51 Yoshimi Anzai: Thank you, VJ.

01:20:09 Eric Weissman - AAMC: THANK YOU ALL! great conversation!

01:20:20 Dr Mithu Sen: Thankyou

01:20:23 Yoshimi Anzai: Happy Holidays!