

Department of Medical Education

"We are committed to creating a training environment where every resident can thrive, and every patient gets the best care. We are really excited to be building a pipeline of more diverse medical students and residents in Oregon, creating curricula to address disparities and biases, and strengthening connections with intersectionality work happening in our community."

~Brinton Clark, Residency Director

The tragic killing of George Floyd on May 25, 2020 galvanized the Medical Education Department into combining ongoing anti-racism work under a newly formed **Anti-Racism Task Force (ARTF)**. We are compelled to identify and address racism within ourselves, within the structures of education and clinical work, and within our community. The work of ARTF is based on the mission of Providence Health to serve the poor and the vulnerable. Its actions are shaped by our core values of compassion, justice, and dignity. The ARTF is empowered and supported by leadership of the Department of Medical Education, the Internal Medicine Residency, and PMG-Northeast (NE) clinic. The Anti-Racism Task Force was created to define specific concrete steps that the Medical Education Department, the Internal Medicine Residency and PMG-NE will take to foster and strengthen an inclusive, diverse, and equitable environment of education and clinical work. We have recognized the critical importance of intersectionality in this work. We attend to the impact of a variety of identities, including but not limited to: race, ethnicity, spiritual orientation, gender identity, sexual orientation, SES and ability.

The Task Force seeks to define achievable goals for the Department while synergizing with the anti-racism work of Providence as an organization. The Task Force is composed of residents, faculty, and staff from both Medical Education and our clinic. Everyone within the department is encouraged to participate and contribute to the creation of an anti-racist culture.

Much of our work is done in workgroups. All faculty, residents and staff are invited to participate. Active groups include:

Recruiting and Retention: Creating means to recruit and nurture diverse members of our medical education community. This group is currently focused on developing mentorship for residents that address their professional needs in entering medicine and also welcoming each resident coming to live in Portland.

Microaggression Workgroup: Having developed a tracking/reporting mechanism for microaggressions experienced by residents, staff, and faculty, this year's work focuses on developing language and culture that helps us address microaggressions as they occur. Whether experiencing, witnessing, or even committing a microaggression, we want

everyone connected to the residency to have the tools needed to respond in a constructive manner that step by step builds a welcoming and nurturing environment.

Diversity Dialogues: In support of the microaggression workgroup, quarterly workshops will focus, in 2022, on identifying and responding to microaggressions. Group discussion mixes clinic staff, residents and faculty. Our intention is to co-construct the structure for effective response to microaggressions and simultaneously create a culture that will reduce them.

Clinical experiences Workgroup: Has obtained grant funding to support salary and housing for college students from historically underrepresented in healthcare backgrounds to shadow within our clinic.

Cultural Awareness and Celebrations Workgroup: Highlighting important dates and celebrations from a multicultural perspective. We highlight celebrations by sharing information and decorating clinic space whenever possible.

Visual Representations Workgroup: Clinic leadership, partnering with our patient advisory council, is working to update artwork in the clinic to be more inclusive, representative, and celebratory. Artwork will come from local artists whenever possible.

Community Partnerships Workgroup: Bringing medicine and health education to marginalized communities through health fairs and presentations, as requested by local groups.. Faculty and residents are involved in these efforts..

High School Focused Diversity in Healthcare Workgroup: Resident-led group focused on outreaching to local high schools to discuss their path to a career in medicine

"I have been filled with hope watching residents, faculty, and staff come together building better understanding of systemic racism and creating accountability for change within our program"

~Jason Heino, Medical Director Resident/Faculty Practice

Actions Started in 2022:

(actions from 2021 and 2020 listed below)

1. Developed second series of Departmental Dialogues focusing on "Identifying and Responding to Microaggressions"
2. Creation and training of a cadre of "diversity mentors"
3. Reach out to selected Medical Schools for a more racially diverse applicant pool
4. Grant funding for creation of URMiM rotations in our clinic
5. Strengthening of connections for clinical and educational work with immigrant community organizations

Actions Started in 2021: (and continuing into 2022)

1. Anti-discrimination dialogues for all members of department a. Topics: Racism, Sexual orientation, Disability, and Gender
2. Tracking microaggressions during clinical rotations
3. PMG-NE is a pilot clinic for a grant project to improve diabetes and hypertension control for Black patients
4. Increase diverse and inclusive educational materials and visual representations in the department and clinic b. Community artwork in waiting room
5. Evolution of recruiting process to increase residency and faculty diversity
6. Coordination with Providence regional DEI office for mentorship opportunities

Actions 2020:

1. Equity survey of all members of the department (October 2020)
2. Listening sessions with BIPOC residents on their educational experience at PPMC
3. Clinic based listening sessions with BIPOC patients (November 2020)
4. Community engagement for residents a. Educational and clinical work with Immigrant and Refugee Community Organization (IRCO) b. High School presentations encouraging BIPOC entry into healthcare
5. Anti-racism book club for residents, faculty, and staff (October 2020-June 2021)
6. Encouraged inclusion of health disparities' data into each week's conference theme. 42% rate of inclusion of disparity data in first six months of tracking.
7. Curated a recommended set of self-study materials for all residents, faculty, and staff

