

Department of Medical Education



Department of Medical Education: Anti-Racism

The tragic killing of George Floyd on May 25, 2020 galvanized the Medical Education Department into combining nascent ongoing anti-racism work under a newly formed Anti-Racism Task Force (ARTF). We are compelled to identify and eliminate 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 St. Joseph 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-NE.

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. The Task Force seeks to define achievable goals for the Department while synergizing with the anti-racism work of PSJH as an organization. The Task Force is composed of residents, faculty, and staff from both Medical Education and our clinic. All members have volunteered their time and have been meeting biweekly as a large group since June. Smaller work groups focused on Education, Policies, and Community Partnerships have been meeting regularly in the alternate weeks.

Examples of work already underway include:

1. Equity survey of all members of the department (Completed 10/15/20)
2. Clinic based listening sessions with BIPOC patients (Conducted November 10 & 12)
3. Anti-racism book club for residents, faculty, and staff (11/11/20, How to be an Anti-Racist Ibram Kendi)
4. Include health disparities' data into each week's conference theme (Initiated: 10/16/20 - Carotid Disease)
5. Joint review of recruiting process by residency leadership and ARTF (completed 10/6/20)
6. Coordinating focused training in responding to microaggression to include staff, residents, and faculty (1st Quarter 2021)
7. Strengthening mentorship for BIPOC residents (ongoing)
8. Tracking microaggressions on each rotation evaluation form (implementation aimed for Dec. 2020)
9. Curating a recommended set of self-study materials for all residents, faculty, and staff (posted November)