



DREXEL UNIVERSITY

Executive Leadership in Academic Medicine

College of Medicine

Poster Specifications: Deadline: July 6 (submit the PowerPoint file of your poster (1 page) to Blackboard

- Each poster should include:
 - Project title
 - Fellow's name and institution
 - Names of collaborators and mentors
 - ELAM Logo -[ELAM](#)
 - The phrase "Presented at the 2021 ELAM® Poster Forum" somewhere on the poster.

Implementing Anti-Racism Training in an Academic Department of Family Medicine

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- **Background/Significance of the project**

Racism has been identified as a public health crisis, causing health disparities and poor health outcomes. Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate harmful, stereotyping ideas and actions. The University of Rochester Medical Center has developed and adopted an Anti-Racism Action Plan.

<https://www.urmc.rochester.edu/equity-antiracism-action-plan.aspx>

- **Purpose/Objectives of the project**

- To provide knowledge and skills to staff and faculty to dismantle racist policies and practices that may be contributing to inequity within the Department of Family Medicine so that
- To ensure that the department of Family Medicine is a safe, welcoming and equitable place for all people who come here, including patients, staff, trainees, faculty and visitors.

- **Methods/Approach/Evaluation Strategy**

1. Engage expert community Anti-Racism educators/facilitators to plan, lead, and deliver Anti-Racism training.
2. Establish a DFM Leadership Team to direct the efforts of Anti-Racism work across the DFM.



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3. Engage DFM faculty leaders in knowledge of racism and the impact on patients, learners, staff, colleagues, and self-exploration of attitudes and biases through affinity groups
4. Conduct department staff and faculty Anti-Racism training.
5. Recruit and develop a Change Team, from volunteers across sectors and roles, to continue to identify and address areas for improvement.
6. Evaluation Methods include: post-training surveys, narrative reflections on people and process, departmental input in “what does an anti-racist DFM look like?”

○ Outcomes/Results

Zoom--challenging format

Despite the deep experience of facilitators, workshop became uncomfortable
Persons of color felt uncomfortable and unsupported

50% of respondents felt that the learning objectives were clearly communicated, 66% of respondents felt that the learning objectives were not met.

Negative evaluations and comments

Too sensitive a topic for the workplace.

Uncomfortable in breakout sessions.

Zoom not a conducive environment.

More didactic, share definitions and terms; people are at different levels of knowledge.

Felt "forced;" would prefer to not participate in the next one.

Training was perceived as exploitive of the feelings of people of color for white people to learn from when I know that was not the intention

Recommended affinity groups

The Change Team

- Support of leadership
- Diverse individuals & professional backgrounds
- Initiates and leads organizational efforts
- Advance institutional equity 3 threads:
 1. Individual reflection and growth
 2. Skill development
 3. Institutional/structural change



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- Training and ongoing engagement with DFM
- Recommendations to leadership

What does Anti-Racism at the DFM look like?

- Everyone has the goal of equality in mind
 - Acknowledgement that unconscious bias may exist in treatment of clinicians, staff, and patients
 - We welcome the entire identity of all staff members to show up work every day
 - Publicly stated goals and strategies, with transparency in progress towards meeting goals.
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 - **Discussion to include Interpretation of the results**
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- Moral imperative to Conduct Anti-Racism training in the DFM
 - Pandemic required virtual sessions
 - Participants felt that zoom was poor format for training and discussion.
 - Initial training session went “off the rails”
 - Resulted in hurt for many people of color
 - Confusion and concern for many white people.
 - Decision to continue the training, but optional and didactic
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- **Summary/Conclusion to include description of impact**

Racism is a charged topic, and many feel that learning and discussing is inappropriate for the workplace. And yet, workplaces in general, and healthcare in particular, manifests the same dynamics of systemic racism and injustice as the rest of society.