

RACE IN MEDICINE TASK FORCE

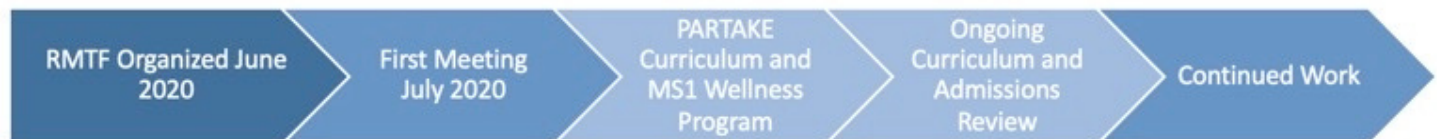
EDITORS: ELIZABETH KRAVITZ, DEEKSHA MADALA

FACULTY ADVISORS: DR. ANDREA G. STOLAR, DR. EDWARD L. POYTHRESS

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INTRODUCING THE TIMELINE OF OUR TASK FORCE



INTRODUCING THE TASK FORCE

RACE IN MEDICINE TASK FORCE

THE SCHOOL OF MEDICINE AT BAYLOR COLLEGE OF MEDICINE CREATED THE RACE IN MEDICINE TASK FORCE IN RESPONSE TO A STUDENT-LED CALL-TO-ACTION LETTER ADVOCATING THAT THE INSTITUTION ADDRESS RACISM AND SOCIAL INJUSTICE (JUNE 2020). THE RMTF INCLUDES REPRESENTATION BY STUDENTS, FACULTY, AND SENIOR LEADERS, AND IT IS COMMITTED TO BROAD ENGAGEMENT ACROSS THE BAYLOR COMMUNITY.

STUDENT REPRESENTATION INCLUDES:
STUDENT NATIONAL MEDICAL ASSOCIATION
LATINO MEDICAL STUDENT ASSOCIATION
WHITE COATS 4 BLACK LIVES
BAYLOR COLLEGE OF MEDICINE PRIDE

FACULTY REPRESENTATION INCLUDES:
CURRICULUM COMMITTEE
ADMISSIONS COMMITTEE
STUDENT AFFAIRS

AIMS

- FOSTER ONGOING, AUTHENTIC DIALOGUE ABOUT RACE, RACISM, AND RACIAL INEQUALITIES AT THE COLLEGE.
- IMPLEMENT STRATEGIES TO OPTIMIZE RECRUITMENT AND RETENTION OF DIVERSE STUDENTS AT THE SCHOOL OF MEDICINE
- INCORPORATE ANTI-RACISM CURRICULUM CONTENT INTO ALL LEVELS OF EDUCATION FOR BAYLOR MEDICAL STUDENTS.
- IN COLLABORATION WITH THE OFFICE OF INSTITUTIONAL DIVERSITY, EQUITY AND INCLUSION, IMPLEMENT INSTITUTION-WIDE ANTI-RACISM TRAINING.

RMTF REPORTING STRUCTURE:

THE RMTF SERVES IN AN ADVISORY ROLE TO THE ASSOCIATE DEAN OF ADMISSIONS, DIVERSITY, EQUITY & MULTI-CULTURAL AFFAIRS (JESUS VALLEJO, M.D.) AND THE DEAN OF THE SCHOOL OF MEDICINE (JENNIFER CHRISTNER, M.D.).

BAYLOR COLLEGE OF MEDICINE

RACE IN MEDICINE TASK FORCE

Research

The Race in Medicine Task Force presented a poster during the Diversity and Inclusion Research Day, Wednesday, Oct. 7, 2020.

Jinna Chu (MS4) and Michelle Suh (EM, PGY-1) presented to over 100 attendees, including Baylor's President and CEO Paul Klotman, M.D.

MS1 Wellness Program

The MS1 Race in Medicine session was held in early September. It was led by the Learning Community Advisors and Baylor co-facilitators in the format of a small group with discussion questions. Students were provided with two manuscripts for pre-reading and a 15 min TED Talk of Dorothy Roberts was played during the session. The objectives of this session were: 1) To help students understand that race is a social construct 2) To provide students with a better understanding of the role of race in medicine 3) To increase awareness of how race is used and misused in medical education and clinical care.

Diversity and Inclusion Video:

www.youtube.com/watch?v=wqAi8gZRHZQ&feature=youtu.be

Clinical Antiracism Curriculum Subcommittee

Our subcommittee plans to incorporate anti-racism education into the Dean's Hour on Mistreatment, and to give additional attention to racially motivated mistreatment and harassment during this event. We also have ongoing discussions on suggested updates to clerkship curricula and hope to share additional updates in the next newsletter.

Racial Climate and General Antiracism Training Subcommittee

Collaborating with the Office of Institutional Diversity Equity & Inclusion there are plans to implement an official anti-racism training at Baylor.

Pre-Clinical Antiracism Curriculum Subcommittee

The Foundational Sciences Subcommittee was formed, as a component of the Race in Medicine Task Force, to investigate how the foundational sciences courses could further promote diversity, equity, and inclusion.

Pre-Clinical Antiracism Curriculum Subcommittee Continued

Drawing from the work done at Vagelos College of Physicians and Surgeons[1] and Feinberg School of Medicine[2], the subcommittee's first project was a systematic review of term three course materials. Student volunteers examined these materials to identify and suggest best practices for the presentation of health disparities in order to reduce medical students' implicit biases. Term Three Course Directors were presented with the findings of this review and additional resources through curriculum office leadership. We are currently accepting volunteers to aid in the review of foundational science course materials. If any medical student at Baylor would like to join, they are encouraged to contact Aanchal Thadani (aanchal.thadani@bcm.edu) and Benjamin Solder (solder@bcm.edu).

Sources

1. www.ps.columbia.edu/education/student-resources/honor-code-and-policies/guidelines-promoting-bias-free-curriculum
2. www.feinberg.northwestern.edu/md-education/learning-environment/checklist.html

BAYLOR COLLEGE OF MEDICINE RACE IN MEDICINE TASK FORCE

Admissions Subcommittee

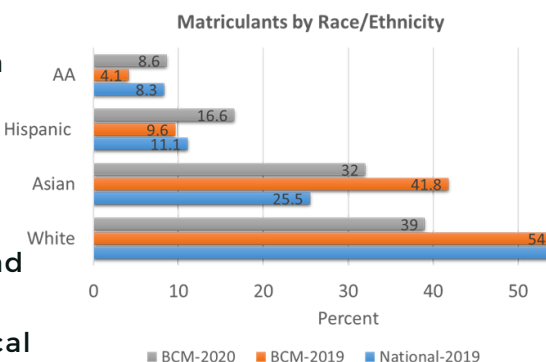
Institutional Diversity Goals:

Develop and implement ongoing, systematic, and recruitment and retention activities to attract and retain diverse students, trainees, faculty, and staff with focus on the following groups: Women, African-Americans/Blacks, and Hispanics/Latinos.

Evidence-based anti-racism and bias training supported by the Association of American Medical Colleges is in effect for admissions officers, admissions committee members, and admissions interviewing subcommittee members. The AAMC holistic review workshop was completed for the 2019-2020 cycle and will be repeated every two to three years.

Admissions Subcommittee Continued

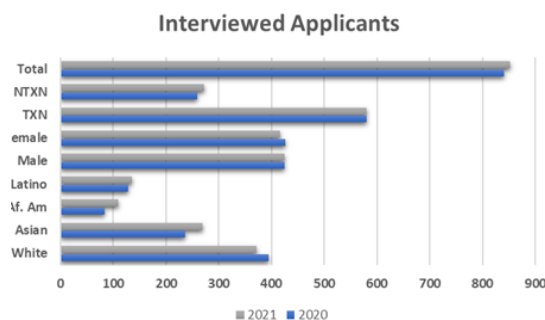
After the admissions committee underwent this holistic review, Baylor admitted its most diverse incoming class.



The diversity of admissions committee members will reflect the goals of the institution and will be accessible on Baylor's website. Deans will be working closely with the student Admissions Interviewing Subcommittee to increase transparency of the criteria for student selection for the AIS.

Admissions Subcommittee Continued

In 2021 Baylor interviewed more underrepresented in medicine applicants than in 2020.



Recruitment/Retention Initiatives: new Xavier pipeline, upcoming St. Mary's pipeline, and Joint Admission Medical Program/Summer Enrichment Programs.

Baylor committed additional scholarships for qualified students who are underrepresented in medicine.

SECOND QUARTER UPDATES

Other BCM Happenings

Led by the Student National Medical Association, Baylor held a screening of the documentary "Black Men in White Coats" by Dr. Dale Okorodudu. This was followed by a discussion which is now accessible by the Baylor community.

Discussion Link:

<https://bcm.box.com/s/Ot090dtqm58cst707km20j8j0dzh0ivi>

The Medical and Science Coalition for Activism

A network of students and trainees from several biomedical research institutions in the Texas Medical Center. Led by trainees from marginalized communities, this organization advocates for marginalized groups and promotes social justice, anti-racism, and a more diverse and inclusive environment in science and healthcare communities.

Learn more and get involved:

<https://linktr.ee/mscactivism>

Communicate With Us!

If you're aware of future activities, or want to share past experiences, that you want to be included in the newsletter, please let us know. If you have questions regarding the task force, or would like to get involved, reach out to Dr. Stolar, Dr. Poythress, Elizabeth Kravitz, or Deeksha Madala.