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

Racism is a public health crisis, causes health disparities and poor health outcomes.
Goal of Anti-racism: challenge racism & change policies, behaviors, & beliefs that perpetuate harmful, stereotyping ideas & actions.
The University of Rochester Medical Center developed and adopted an Anti-Racism Action Plan: https://www.urmc.rochester.edu/equity-antiracism-action-plan.aspx

PURPOSE

• 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 (DFM) so that...
• The DFM is a safe, welcoming, & equitable place for all people who come here, including patients, staff, trainees, faculty and visitors.

METHODS

Engage expert community Anti-Racism facilitators to deliver Anti-Racism training.
1. Establish DFM Leadership Team to direct the efforts of Anti-Racism work.
2. Engage DFM faculty leaders in knowledge and impact of racism on stakeholders & and self-exploration of biases through affinity groups
3. Recruit and develop a Change Team to continue to identify and address areas for improvement.
4. Evaluation Methods
   a. post-training surveys,
   b. narrative reflections on people and process,
   c. DFM input “what does an anti-racist DFM look like?”

OUTCOMES

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
• Training and ongoing engagement with DFM
• Recommendations to leadership

WHAT DOES ANTI RACISM AT DFM LOOK LIKE?

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SUMMARY

• Racism is a charged topic, and many commented that topic is inappropriate for the workplace.
• Initial efforts at Anti-Racism training yielded mixed feedback.
• Ongoing work to be directed by Change Team, coupled with other DFM work.
• Equity Audit
• Guiding vision is the principle of identifying and changing policy, practice that leads to inequity.

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