

BACKGROUND

--Racism is a public health crisis, causes health disparities and poor health outcomes.
 --Anti-racism is a process of actively identifying and opposing racism.
 --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

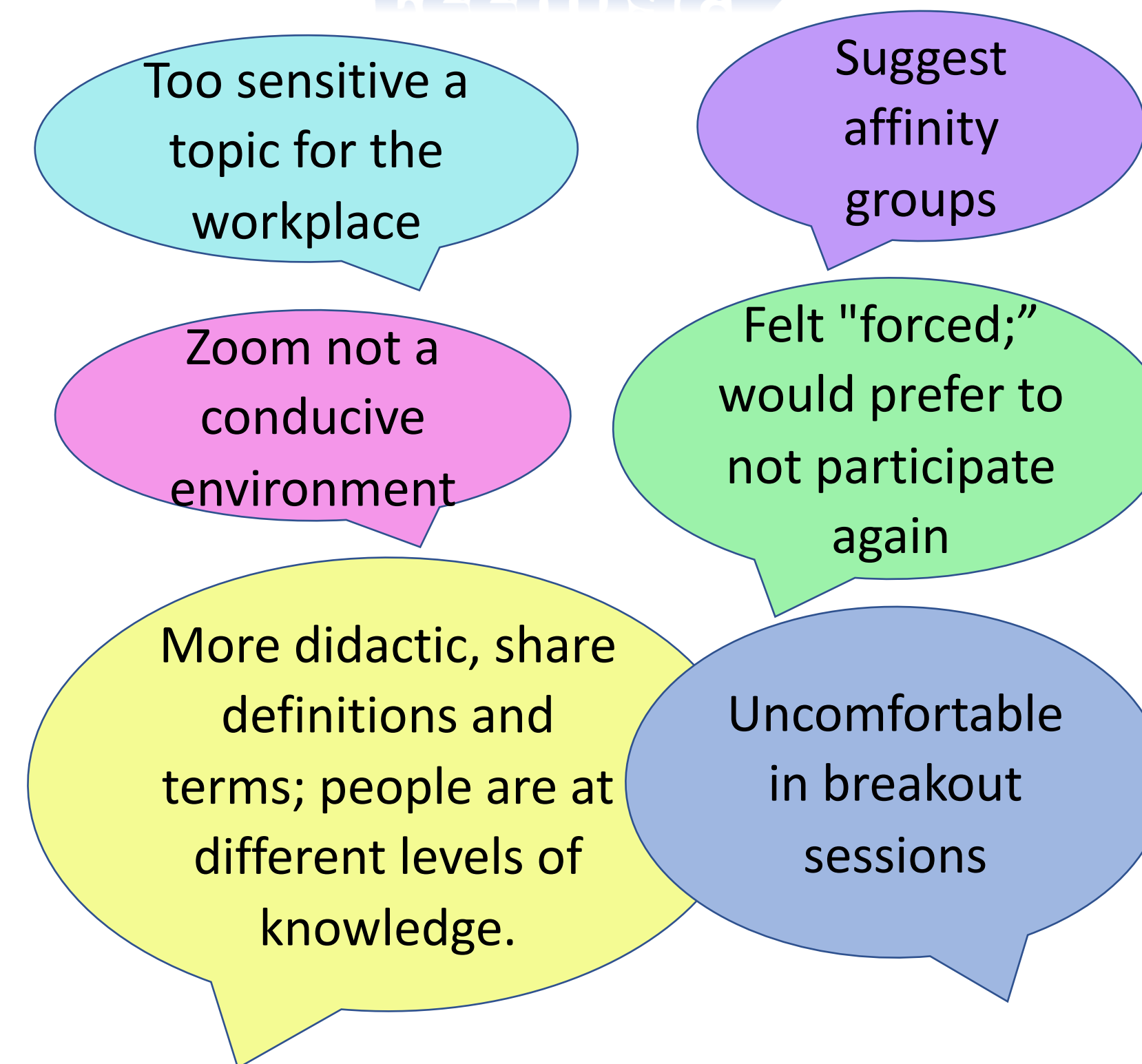
- Provide knowledge and skills to staff and faculty to dismantle racist policies and practices that may be contributing to inequity within the Department of Family Medicine (DFM) so that...
- The DFM is a safe, welcoming, & equitable place for all people who come here, including patients, staff, trainees, 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

Feedback



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?



DISCUSSION

- Moral imperative to conduct Anti-Racism training in the DFM
- Pandemic required virtual sessions
- Feedback that zoom was poor format
- Initial training session went awry
- Some people of color left hurt
- Some white people confused and concerned—**Restorative Justice work**
- Continue the training--> optional and **didactic**, Theatre for Healthcare Equity

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.

ACKNOWLEDGMENTS

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