

Designing a Diversity, Equity, and Inclusion Agenda for the Rutgers Network for Affiliated Family Medicine Residencies



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Abstract: Disparities in health and healthcare in the U.S. stem from centuries of racism and social injustice, the legacies of which are deeply entrenched in the current structures and practice of medicine. While residency programs attempt to address individual-level biases, few programs incorporate social justice curriculum or social science perspectives into training, which would help future doctors gain tools for understanding and addressing structural and systematic forms of racism, sexism, homophobia, and transphobia. Recently, the Accreditation Council for Graduate Medical Education issued new requirements for residency programs, emphasizing the need to understand and address structural and social determinants of health to promote health equity. The purpose of this project is to design a multi-level diversity, equity, and inclusion (DEI) agenda for the Rutgers Network of Affiliated Family Medicine Residencies (RU-NAMFR), a consortium of eight family medicine residencies across New Jersey, to help ensure future doctors have the skillsets they need to confront structural inequities and repair health inequities.

Primary Stakeholders:

- RU-NAMFR Residency Programs:
 - Directors
 - Faculty
 - Residents
 - Designated Institutional Officers
- RU Offices of Diversity and Inclusion
- Clinicians, researchers, and implementers working in the DEI space

Key Steps/Activities:

- Gaps analysis of existing DEI/social justice curriculum
- Survey publicly shared curriculum
- Create resource repository on our website
- Engage program directors and members
- Network with DEI thinkers and implementers
- Design resident- and faculty-focused workshops (e.g., R: use of race in medicine, patient SDH experiences; F: mentoring URM, creating an inclusive environment)
- Collaborate across chancellor-led units to share resources and workshops
- Cultivate DEI advisory group

Effectiveness Measures:

- Consistent workshop evaluations to compare to each other and across time
- Annual residency survey to assess gaps and improvements
- Ongoing qualitative feedback during RU-NAFMR meetings with committees: program directors, operations, researchers, behaviorists, and coordinators

Communication/Engagement:

- Discuss during regularly scheduled committee meetings
- Have committees help design and/or implement different workshops
- Use internal-facing website for posting news articles, resources and tools and for interactive commenting; send quarterly newsletter through listserv
- Review evaluations with program directors and operations committee
- Hold quarterly meetings with DEI advisory group and/or informal check-ins and updates

Proposed Timeline/Current Status and Future Directions:

