

DIVERSITY, EQUITY, AND INCLUSION RESOURCE DOCUMENT

DIVERSITY, EQUITY, AND INCLUSION (DEI) LEARNING RESOURCES AND TOOLKITS

ACGME Equity Matters: <https://www.acgme.org/what-we-do/diversity-equity-and-inclusion/ACGME-Equity-Matters/>

ACGME DEI Officers Forum: Email diversity@acgme.org to join

American Academy of Family Physicians Health Equity Curricular Toolkit:

<https://www.aafp.org/family-physician/patient-care/the-everyone-project/health-equity-tools.html>

Association of American Medical Colleges (AAMC) Diversity and Inclusion Video Learning Series:

<https://www.aamc.org/what-we-do/equity-diversity-inclusion/learning>

AAMC Unconscious Bias Resources for Health Professionals: <https://www.aamc.org/about-us/equity-diversity-inclusion/unconscious-bias-training>

AAMC IDEAS Learning Series: <https://cloud.email.aamc.org/ideas>

American Hospital Association (AHA) Health Equity Toolkit:

<https://www.aha.org/toolkitsmethodology/2020-12-14-health-equity-snapshot-toolkit-action>

AHA Inclusion Dashboards:

https://ifdhe.aha.org/system/files/media/file/2020/12/ifdhe_inclusion_dashboard.pdf

Association of Family Medicine DEI Milestones: <https://meridian.allenpress.com/jgme/article-supplement/480333/pdf/jgmed21007231/>

American Surgical Association DEI E-textbook: <https://americansurgical.org/files/2018/Equity.pdf>

American Society for Gastrointestinal Endoscopy LGBTQ+ On-Demand Webinar:

<https://learn.asge.org/Public/Catalog/Home.aspx?Criteria=26&Option=174&tab=2>

Centers for Disease Control (CDC) Health Equity Video Series:

<https://www.cdc.gov/healthequity/whatis/videos/index.html>

CDC Resources and Style Guides for Framing Health Equity and Avoiding Stigmatizing Language:

<https://www.cdc.gov/healthcommunication/Resources.html>

The DEI Shift Podcast Series: <https://www.thedeishift.com/>

Harvard University Project Implicit: <https://implicit.harvard.edu/implicit/research/>

Institute for Healthcare Improvement (IHI) Triple Aim Curriculum: <https://www.ihl.org/education/ihl-open-school/Pages/Curriculum.aspx>

National Institutes of Health (NIH) Advancing Racial Equity:

<https://www.edi.nih.gov/people/resources/advancing-racial-equity>

NIH Scientific Workforce Diversity Toolkit: <https://diversity.nih.gov/toolkit>

Nebraska Medicine Guide to Understanding Gender Pronouns:

<https://onfirstup.com/nebraskamedicine/nebraskamedicine/contents/35828486>

Ohio State Kirwan Institute Implicit Bias Modules: <https://kirwaninstitute.osu.edu/implicit-bias-training>

Stanford Unconscious Bias in Medicine CME Course: <https://online.stanford.edu/courses/som-ycme0027-unconscious-bias-medicine-cme>

READING COLLECTIONS, PODCASTS, PROCEEDINGS, AND BLOGS

- AAMC Diversity, Equity, and Inclusion reading collection: <https://www.mededportal.org/dei>
- AAMC Anti-Racism reading collection: <https://www.mededportal.org/anti-racism>
- AAMC Proceedings of the Diversity and Inclusion Innovation Forum: Unconscious Bias in Academic Medicine: <https://store.aamc.org/proceedings-of-the-diversity-and-inclusion-innovation-forum-unconscious-bias-in-academic-medicine.html>
- CDC Conversations in Equity Blog: <https://blogs.cdc.gov/healthequity/>
- National Institutes of Health Equity Diversity and Inclusion Blog: <https://www.edi.nih.gov/blog>
- UNMC podcast on unconscious bias by Dr. Jasmine Marcelin: <https://podcasts.apple.com/us/podcast/jasmine-marcelin-md-facp-on-unconscious-bias-being/id1414936358?i=1000479025567>

UNMC/NEBRASKA MEDICINE PEOPLE AND RESOURCES

- Shirley Delair, MD, Associate Dean of Diversity, Equity, and Inclusion, is an active member of the GMEC Committee and provides orientation on DEI topics to new house officers. Her office is devising initiatives to enhance recruitment and retention of a diverse workforce.
- Sheritta Strong, MD, Assistant Vice Chancellor of Inclusion, leads the Conversations for Inclusive Excellence virtual series for all UNMC faculty, staff, and students, at 2 PM on the second Thursday of every month. She also leads the UNMC Inclusion and Equity Council, which meets at noon on the fourth Thursday of every month.
- Nada Fadul, MD, Assistant Dean for Diversity, Equity and Inclusion Education Programs, provides faculty development sessions on DEI. She also provides consultative services for graduate medical education programs on addressing DEI in their educational programming.
- Offices of Inclusion and Equity: The UNMC Office of Inclusion focuses on educational and leadership opportunities in a safe environment, particularly in the areas of awareness/advocacy, developmental opportunities, and DEI initiatives. The UNMC Office of Equity focuses on identifying and addressing inequities in a safe environment, particularly in the areas of awareness/advocacy, collation of efforts, and data-based systems. The UNMC community can provide anonymous feedback on culture or report a bias incident at the Offices of Inclusion and Equity website: <https://www.unmc.edu/diversity/>
- The Office of Faculty Development partners with the Offices of Inclusion and Equity to offer trainings and workshops to UNMC faculty.
- McGoogan Library DEI collections (https://unmc.libguides.com/sb.php?subject_id=203853) on DEI in Ability, in BIPOC communities, and in LGBTQIA2S+ communities
- McGoogan Library inclusive spaces: <https://www.unmc.edu/library/spaces/inclusive-spaces.html>
- Nebraska Medicine Employee Resource Groups (<https://www.nebraskamed.com/diversity-inclusion/employee-resource-groups>)

ARTICLES OF NOTE

1. Boatright D, London M, Soriano AJ, Westervelt M, Sanchez S, Gonzalo JD, McDade W, Fancher TL. Strategies and Best Practices to Improve Diversity, Equity, and Inclusion Among US Graduate Medical Education Programs. *JAMA Network Open*. 2023 Feb 1;6(2):e2255110-
<https://jamanetwork.com/journals/jamanetworkopen/article-abstract/2801104>
2. Gonzaga AM, Appiah-Pippim J, Onumah CM, Yialamas MA. A framework for inclusive graduate medical education recruitment strategies: meeting the ACGME standard for a diverse and inclusive workforce. *Academic Medicine*. 2020 May 1;95(5):710-6.
https://journals.lww.com/academicmedicine/Fulltext/2020/05000/A_Framework_for_Inclusive_Graduate_Medical.20.aspx
3. Usoro A, Hirpa M, Daniel M, Harris V, Ware A, Kernodle A, Elliott T, Piggott DA, Bienstock JL. Promoting diversity, equity, and inclusion: building community for underrepresented in medicine graduate medical education trainees. *Journal of Graduate Medical Education*. 2021 Feb 1;13(1):33-6. <https://meridian.allenpress.com/jgme/article/13/1/33/451599/Promoting-Diversity-Equity-and-Inclusion-Building>
4. Capers IV Q. How clinicians and educators can mitigate implicit bias in patient care and candidate selection in medical education. *ATS Scholar*. 2020 Sep;1(3):211-7.
<https://www.atsjournals.org/doi/full/10.34197/ats-scholar.2020-0024PS>

FOR MORE INFORMATION

An expanded version of this list with additional specialty-specific resources is available in the GMEC Teams folder. If you're aware of a useful resource, please contact Arianne Marcoux with the UNMC Office of Graduate Medical Education (arianne.marcoux@unmc.edu) to have it added.

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