

# Transforming Medical Education to Advance Equity and Inclusion



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**Introduction and  
Moderator**

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**Yolanda C. Haywood, MD**

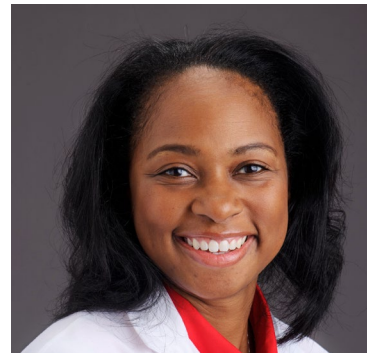
Senior Associate Dean for Diversity  
& Faculty Affairs  
Co-chair, Anti-racism Coalition  
George Washington University School of  
Medicine and Health Sciences

**Anti-Racism Coalition Education Series**



**BLACK IN ANATOMY**

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**Laura E. Henderson Kelley, MD, MPH**

Associate Dean for Diversity and Inclusion  
University of Missouri School of Medicine

**Addressing and Reducing Cultural Bias in  
Medicine Curriculum**

**IDEAS Learning  
Series**  
Inclusion, Diversity,  
Equity, and Anti-racism

# Learning Objectives

1. Identify common challenges in creating and implementing new educational opportunities for faculty, staff, and students to engage in meaningful anti-racism discussions.
2. Discuss approaches implemented for transforming academic climates in medicine.
3. Explore strategies that advance racial equity in anatomical sciences.

# Transformative Learning for Inclusive Environment

**Disorienting dilemma**

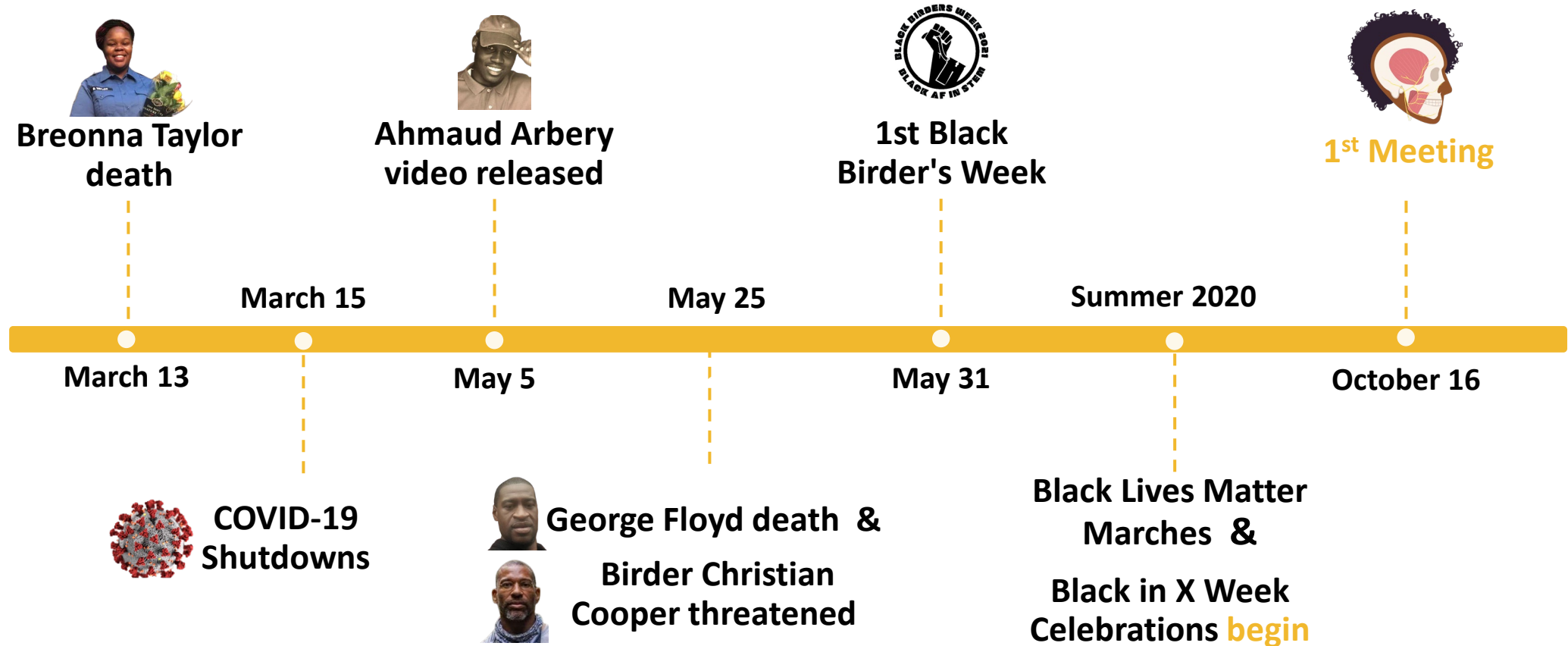
**Critical reflection**

**Critical reflective discourse**

**Action**

Kitchenham, 2008

# 2020 Disorienting Dilemmas



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# Reflect: What does it mean to contribute to anatomy?

January 17, 1917 - February 5, 1995

## DR. RUTH SMITH LLOYD

Associate Professor of Anatomy @HowardU

**First US Black woman to earn a PhD in anatomy**




MULTIPLE OVA IN THE FOLLICLES OF JUVENILE MONKEYS<sup>1,2</sup>


RUTH SMITH LLOYD<sup>3</sup> AND BORIS B. RUBENSTEIN<sup>4</sup>  
From the Brush Foundation, Western Reserve University  
CLEVELAND, OHIO

Endocrinology, Volume 20, Issue 6, 1 December 1941, Pages 1006-1014

A PART OF A PROGRAM of study of ovulation, it became desirable to study the effect of gonadotropic substances upon the ovaries of immature, adult and climacteric macaque monkeys. The present report is confined to a description of the effect of pregnancy mare serum gonadotropin,<sup>3</sup> upon the ovaries of immature and adolescent monkeys, investigated grossly and microscopically. The injection of this gonadotropin induced over-development of some follicles, and the degeneration of others. General ovarian vasodilatation was regularly observed. In general, the injurious effects of the gonadotropin on macaque ovaries, previously reported by Hartman (1) were confirmed. Certain specific and hitherto unreported effects related to follicular growth and ovum division within the follicles were observed. The gonadotropin appeared to activate intrafollicular ova to divide into several (2-7) normal-sized ova.



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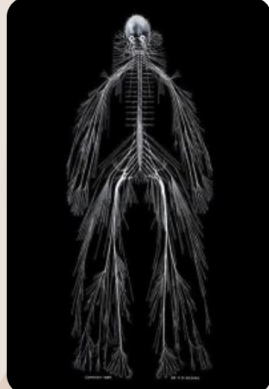


Black History Spotlight

## Harriet Cole


**Harriet Cole** was a Black custodian at Hahnemann Medical College (now Drexel University College of Medicine) in the late 1800s.

In 1888, after she died around the age of 35 of tuberculosis, her **nervous system** was extracted and displayed by Dr. Rufus B. Weaver.



Harriet, [drexel.edu](http://drexel.edu)

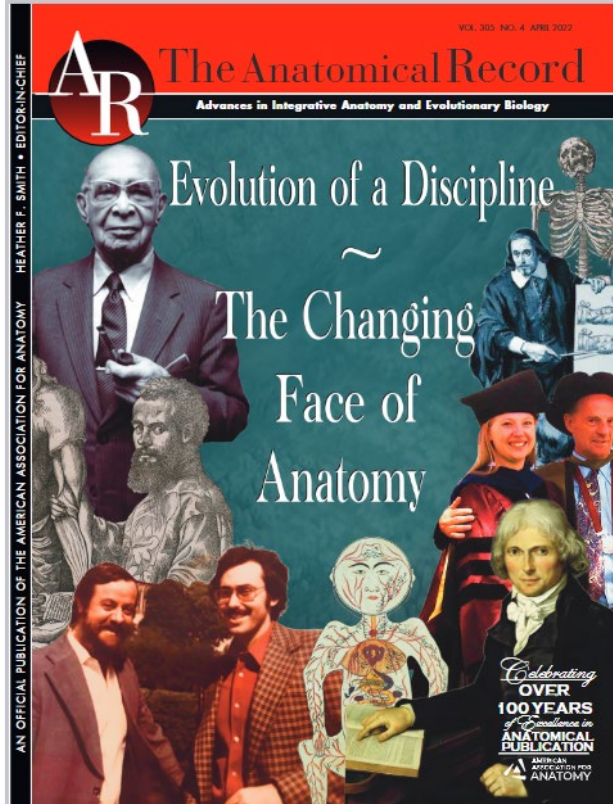
**Little is known about Ms. Cole, if the nervous system is hers, or if she consented to the donation and display of her body.**






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# Critical Discourse



## The imperative for scientific societies to change the face of academia: Recommendations for immediate action

Melissa A. Carroll<sup>1</sup>  | Shawn Boynes<sup>2</sup> | Loydie A. Jerome-Majewska<sup>3</sup>  |  
Kimberly S. Topp<sup>4</sup> 

## Racism, structural racism, and the American Association for Anatomy: Initial report from a task force

Dale R. Sumner<sup>1</sup>  | Sabine Hildebrandt<sup>2</sup>  | Allison Nesbitt<sup>3</sup>  |  
Melissa A. Carroll<sup>4</sup> | Vassiliki B. Smocovitis<sup>5</sup> | Jeffrey T. Laitman<sup>6</sup>  |  
Amy C. Beresheim<sup>1</sup> | Christopher J. Ramnanan<sup>7</sup> | Michael L. Blakey<sup>8</sup> 

Carroll et al, 2022; Sumner et al 2022

# Action for Teaching

## Image variety

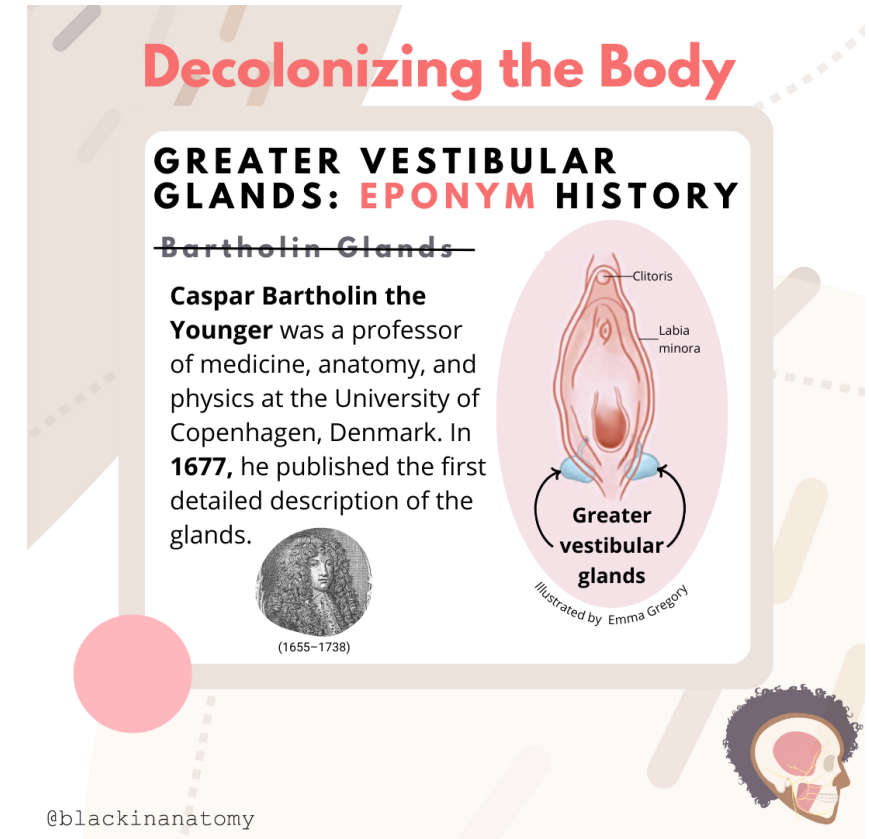
- Body habitus, ability, skin color, age, role

## Word choice:

- Person-centered language
- Anatomical names, no eponyms
- Gender neutral or variety of pronouns
- Random name generator from US Census (<https://namey.muffinlabs.com/>)

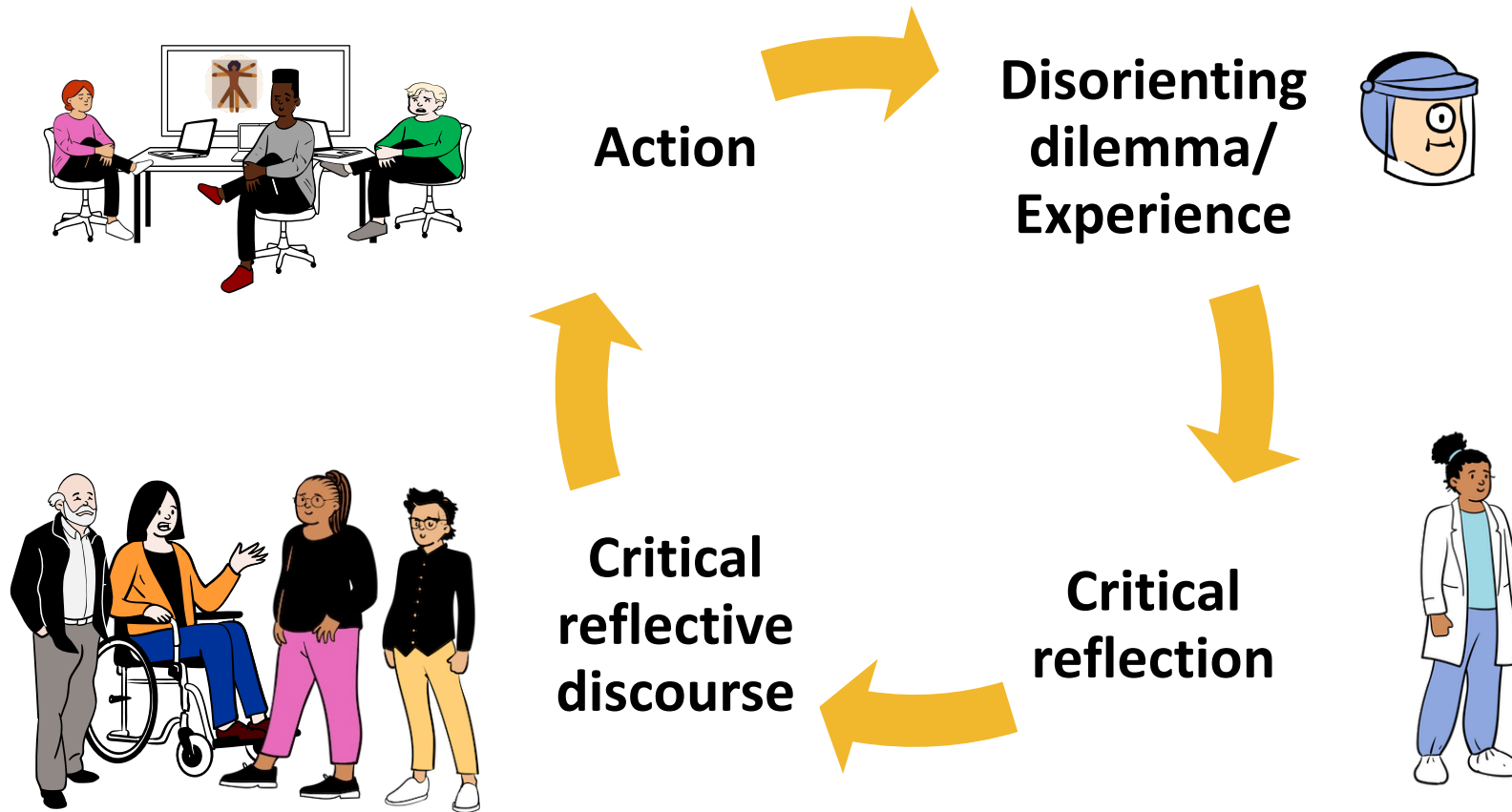
## Incorporate history & ethics

- Use of human tissue, informed consent





# Individual Development for Societal Change



Images: OpenPeeps

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School of Medicine  
& Health Sciences

THE GEORGE WASHINGTON UNIVERSITY

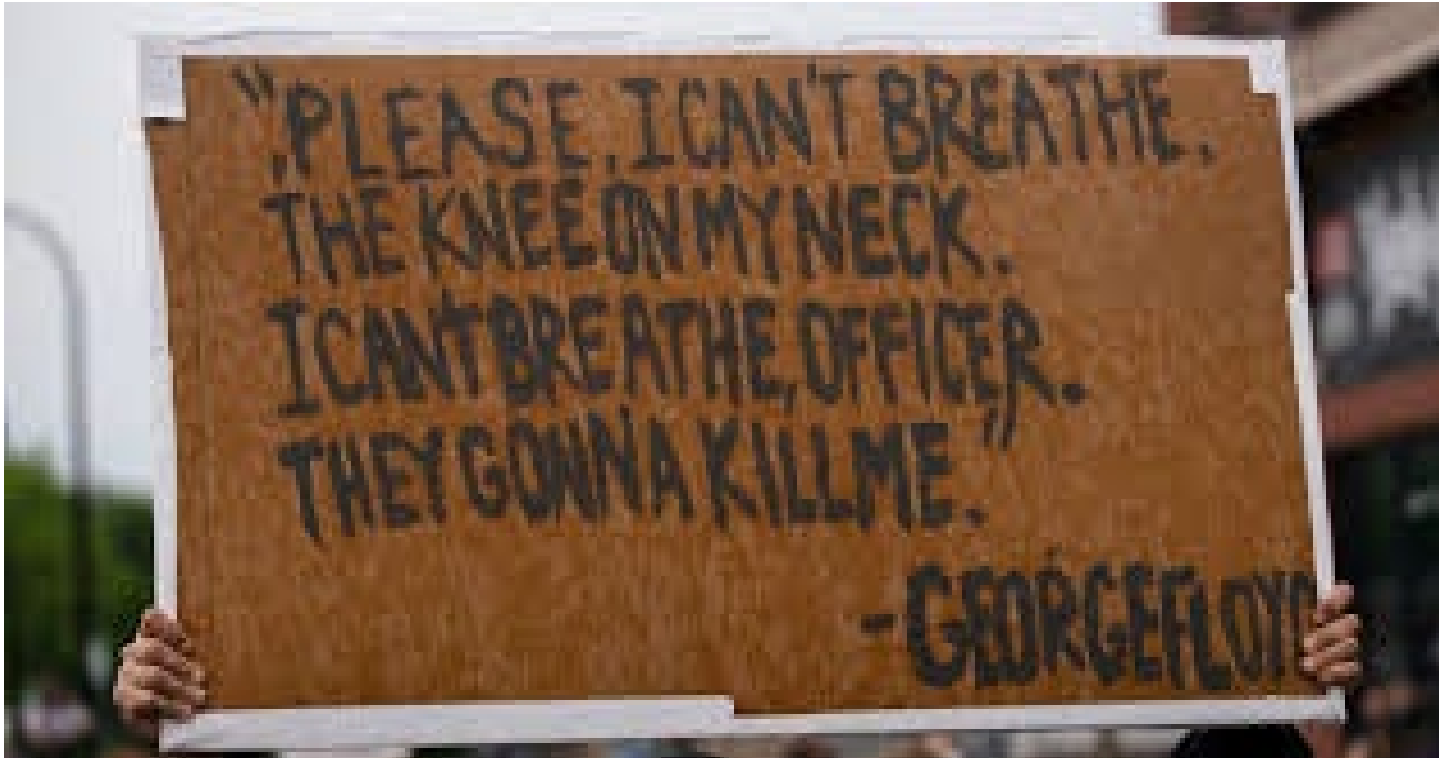


# The Anti-Racism Coalition (ARC)

Yolanda C. Haywood MD

Senior Associate Dean Diversity & Faculty Affairs

Professor of Emergency Medicine





# Call to Action

Let's lead an anti-racist movement at GW

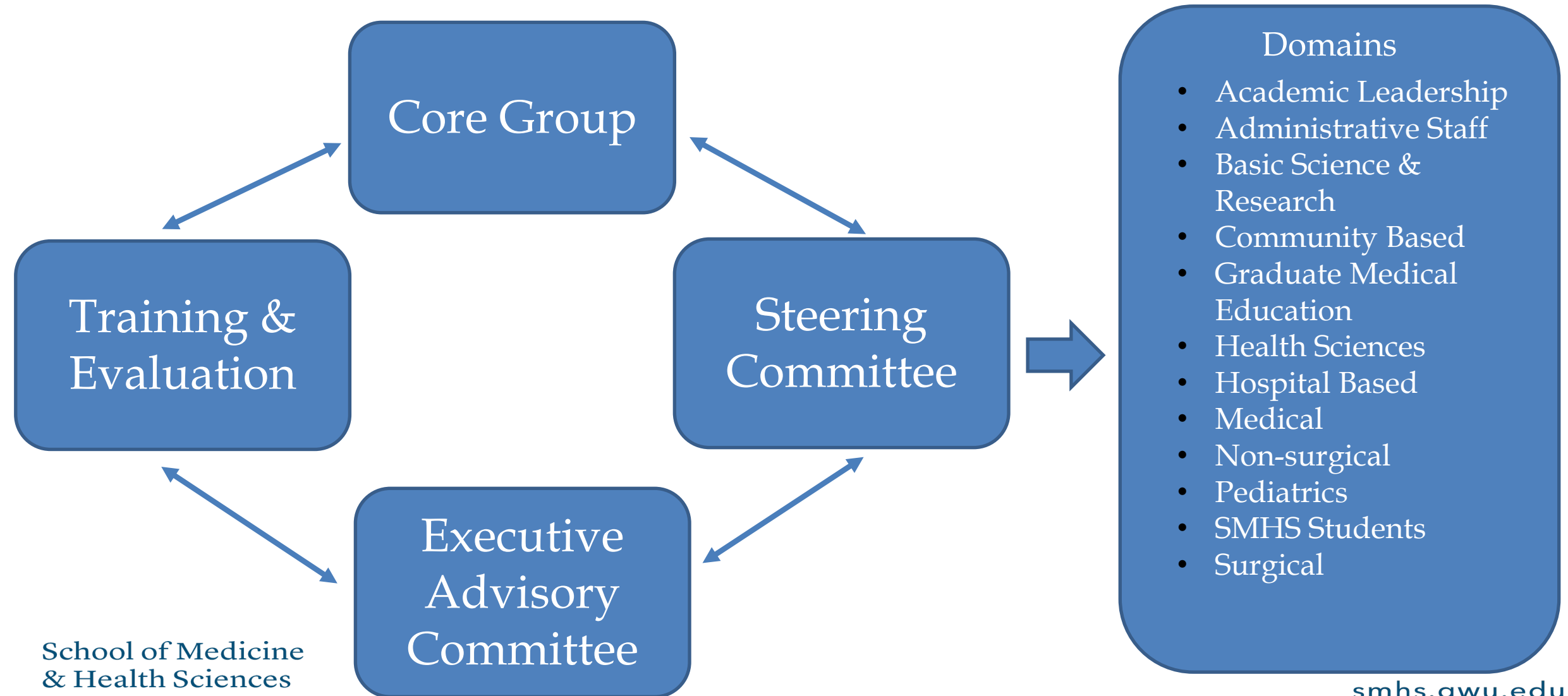
Sat, May 30, 2020, 11:04 AM

I'm reaching out to all of you in an effort to develop a strategy that addresses the racism and bias experienced at all academic institutions. GW is no exception. You are invited to participate in a Zoom meeting tomorrow evening at 7pm. This first meeting is just an opportunity to check on each other and to brainstorm together. I'm sure I have unintentionally omitted some folks so feel free to pass the invitation along.

Topic: GW Antiracism Discussion

Time: May 31, 2020 07:00 PM Eastern Time (US and Canada)









# Progress towards an inclusive anti-racist institution

- ARC Educational Series
- “Moving Beyond Bystander” training
- Guidelines on the use of race in the curriculum
- Developed guidelines on inclusive committee formation
- Developed criteria for inclusive faculty searches
- Abandoned the race-based GFR formula
- Departmental equity leadership with compensation





# What did we learn?

- Leadership must be in the forefront of change
- It's difficult to stay on topic
- We must change our mental model of change and how we define success

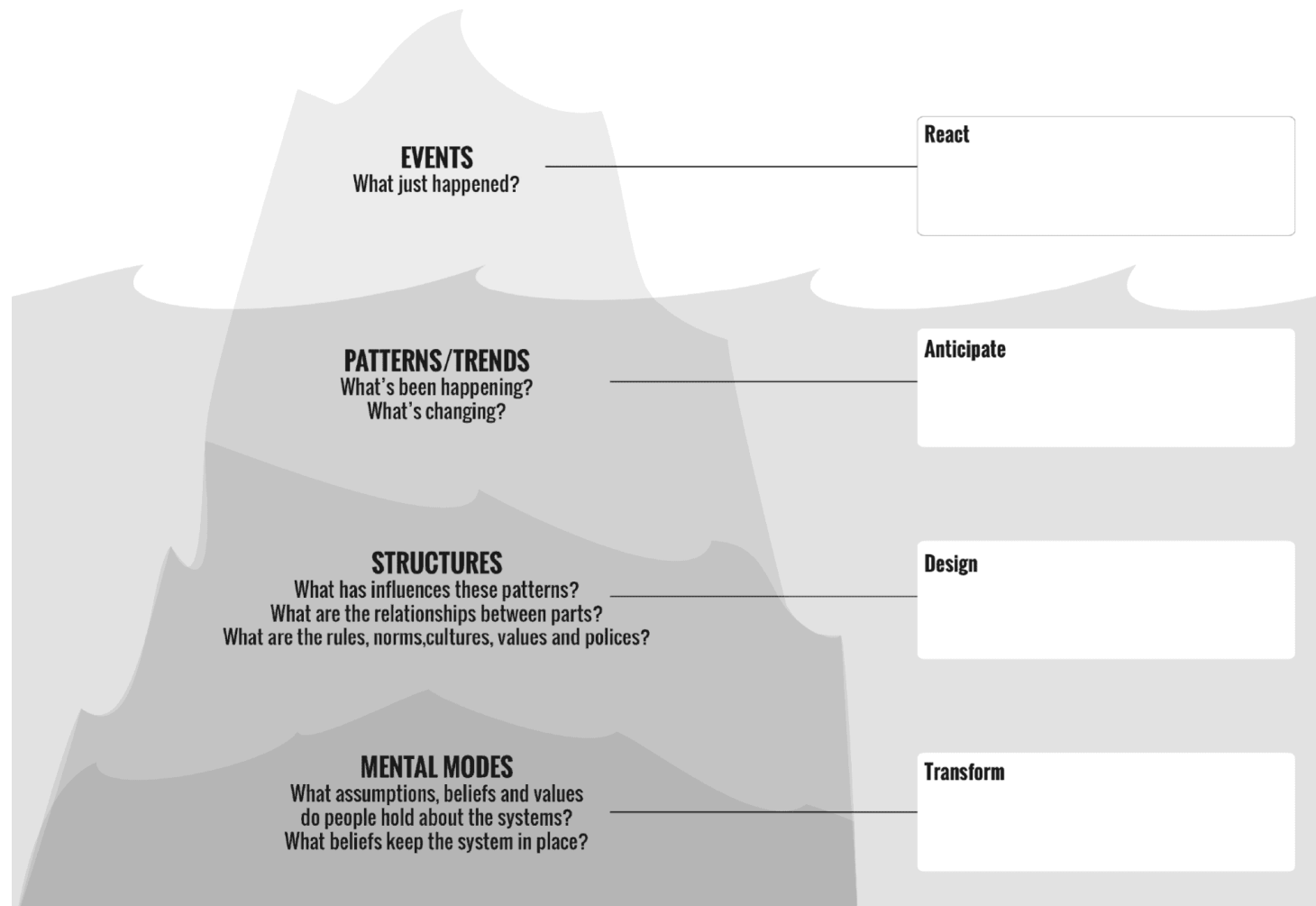




# Where do we go from here?

- Moving from transaction to transformation
- Collaboration with Icahn School of Medicine at Mt. Sinai and the Anti-racist transformation in medical education (ART)
- Established a Guiding Coalition
- More Systems thinking and less linear thinking...a paradigm shift!







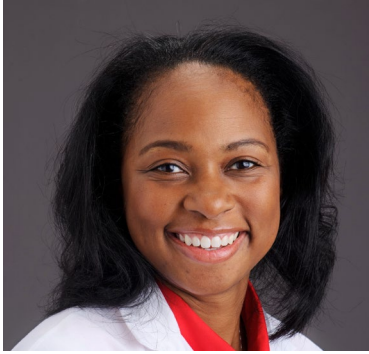


# Transformational Change

Transformation is profound, fundamental change, altering the very nature of something. Something that is transformed can never go back to exactly what it was before.



# Addressing and Reducing Cultural Bias in Medicine



**Laura E. Henderson Kelley, MD, MPH**  
**Associate Dean for Diversity and Inclusion**  
**Associate Professor of Internal Medicine and Pediatrics**  
**University of Missouri School of Medicine**



# Case for Change

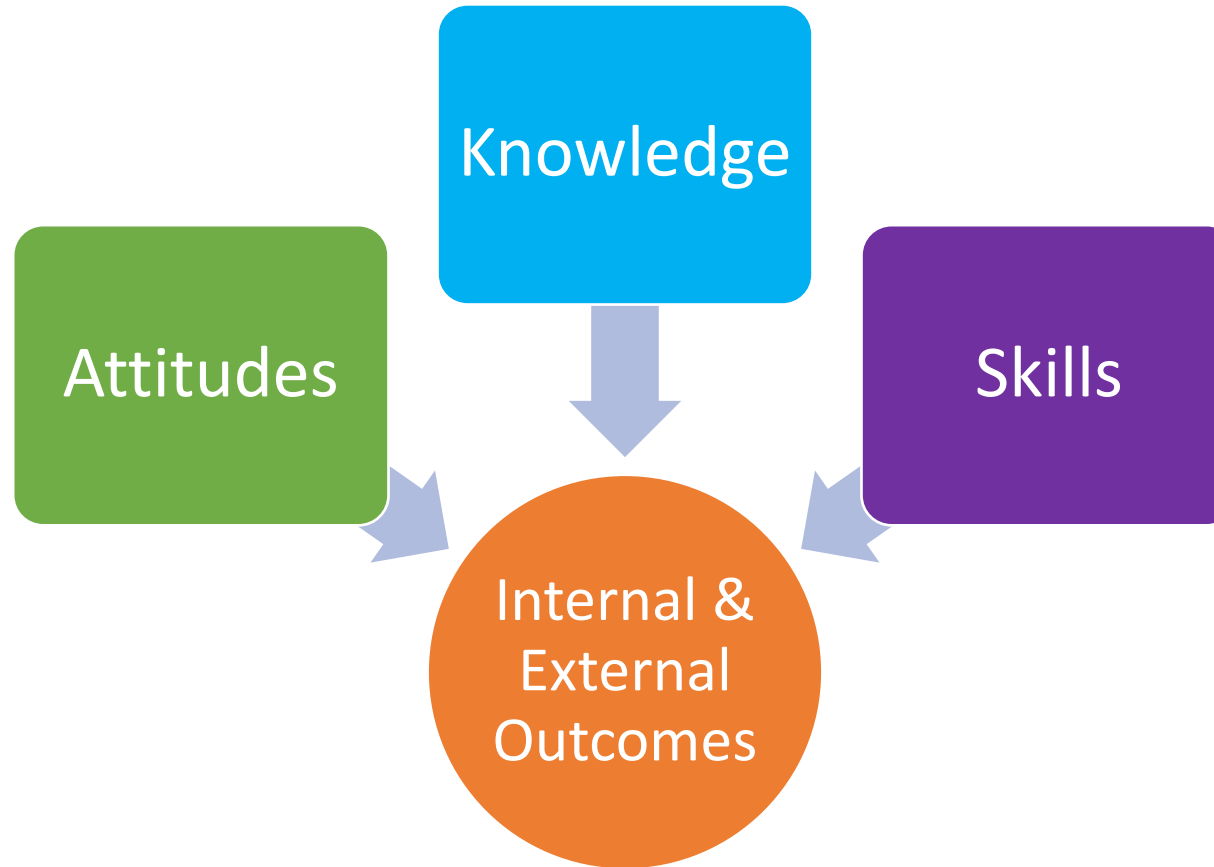
2015 University of Missouri

2016 LCME site visit

Diversifying the student body

Providing medical education that equips students for the diversity in patient populations

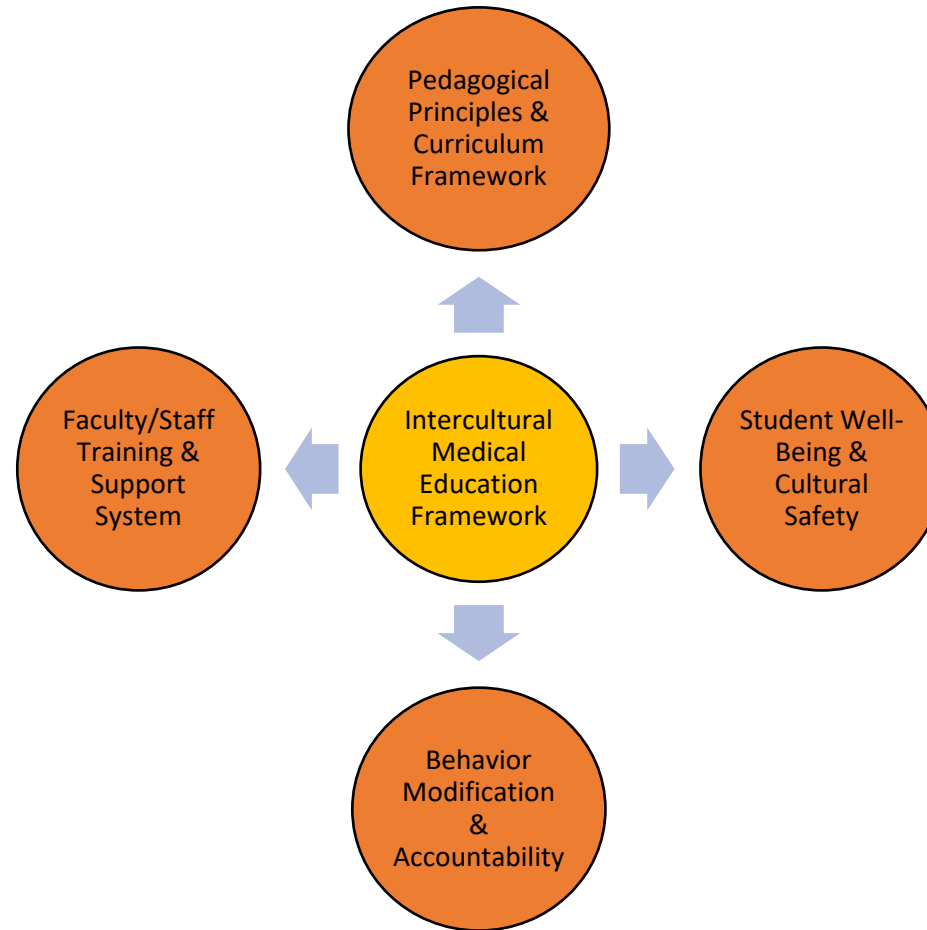
# Intercultural Competence Model



Adapted from Darla Deardorff Model of Intercultural Competence, 2006.



# Intercultural Medical Education Framework

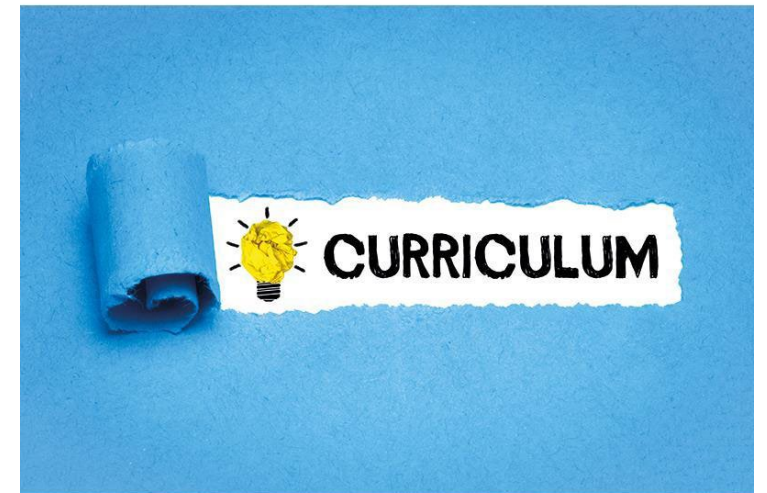


# Faculty Development Curriculum Objectives

- Explore individual cultural identity and how that impacts interactions with diverse individuals
- Explore the role different identities play and manifest themselves in the healthcare system
- Equip healthcare professionals to address systemic and healthcare inequities in their areas of work
- Become familiar with concepts that are central to anti-racism/anti-bias education to apply to both student-facing and patient-facing responsibilities

# Addressing and Reducing Cultural Bias in Medicine Curriculum

- Seven week synchronous curriculum
- Seven interactive modules
- Offered to faculty, leadership, hospital staff
- Capstone project
- Certificate/CME credit
- Pilot implemented fall 2021



# Successes, Opportunities and Challenges

## Successes/Opportunities

- Almost 40 faculty and hospital staff received Certificate of Completion
- Feedback on post evaluation
- Most capstone projects are implemented all or in part by six months
- Plans to make it a competency for student-facing faculty
- Plans to add asynchronous component

## Challenges

- Political climate of the State
- Buy-in from Curriculum Leaders
- Time commitment
- Curriculum modification
- Resources







**Thank you!**

**Contact Information**

**[hendersonle@health.missouri.edu](mailto:hendersonle@health.missouri.edu)**



**YOU'RE INVITED**  
FOR ALL WHO LOVE ANATOMY

  @blackinanatomy

# BLACK IN ANATOMY

week

October 10th - 15th, 2022

Check out our schedule of events  
and register at [www.blackinanatomy.com](http://www.blackinanatomy.com)

#BlackinAnatWeek

**Oct 10th**  
All Day

**Black in  
Anatomy  
Roll Call**

#BlackinAnatRollCall  
#AnatomyEveryDay

**Oct 11th**  
12-1PM EDT

Transforming  
Medical Education  
to Advance Equity  
and Inclusion : An  
IDEAS Webinar  
(with AAMC)

#TransformingMedEd

**Oct 12th**  
8 - 9 PM EDT

Inclusive  
Anatomy and  
Representation  
in Pelvic Health  
Webinar  
(with APTA Pelvic  
Health)

#InclusiveAnatomy

**Oct 13th**  
5:30 - 6:30PM EDT

Reclaiming the  
Body: Anatomy  
Textbooks vs.  
Reality  
Discussion

#ReclaimingTheBody

**Oct 14th**  
5-6 PM EDT

**Black in  
Anatomy  
Community  
Social**

#BlackinAnatSocial

**Oct 15th**  
12- 1PM EDT

Paint and  
Celebrate on  
World  
Anatomy Day  
(with Ni-ka  
Ford)

#PaintCelebrate  
#WorldAnatomyDay

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**IDEAS Learning Series**  
Inclusion, Diversity,  
Equity, and Anti-racism





# **IDEAS** Learning Series

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