

## **Diversity, Equity, and Inclusion Track**

### **Module: Awareness**

The awareness module propels learners into conversations that examine historical and present-day structural causes of mutable health care disparities and the connections between health care treatment disparities, health care outcome disparities, social constructs, and environmental constructs. The seminars in this module also identify and examine the causes for persistent disparities in the representation of underrepresented minorities and women in clinical medicine, research, and health care leadership. Challenges regarding pipeline development for underrepresented minorities and women in medicine will be discussed. The awareness module examines challenges to achievement of racial, ethnic, and gender diversity in clinical research trials. This module also examines challenges regarding access to health care services in minority and economically underresourced residential communities. Finally, the awareness module addresses stress as a risk factor for non-wellbeing for minoritized patients and minoritized physicians and the seminars examine evidence from multiple industries indicating that diversity is a tool that enhances performance for complex, non-routine decision-making.

#### **Seminars:**

Seminar 1: Welcome and Introduction to the DEI Leadership Track

Seminar 2: The Leaky Pipeline in Medical Training and Leadership

Seminar 3: Topic 1 - Historical and Structural Underpinnings for Health Care Disparities

Topic 2 - Race Coefficients

Seminar 4: Topic 1 - Bias, Decision-Making, and Medicine

Reflection Exercise - Blind Spots

Seminar 5: Diversity in Clinical Research Trials: Why Is it Important?

Seminar 6: Topic 1 - Market Innovations in Health Care Access

## Topic 2 - Intersectionality

Seminar 7: Stress: Implications for Minoritized Patients and Physicians

Seminar 8: Topic 1 - Team Selection and Performance: Does Diversity Matter?

Topic 2 - Ethics, Medicine, Law, and Inclusion

### **Self-Paced IHI Open School Courses:**

TA 101: Introduction to the Triple Aim for Populations

TA 102: Improving Health Equity

TA 104: Building Skills for Anti-Racism Work: Supporting the Journey of Hearts, Minds, and Action

### **Book Club Seminar:**

*The Diversity Bonus: How Great Teams Pay: Off In The Knowledge Economy* by Scott E. Page

### **Objectives:**

After completing this module, course participants will be able to:

1. Describe legal and economic mechanisms for health care disparities in the United States;
2. Describe structural mechanisms for underrepresentation of racial, ethnic, and gender populations as physicians in the United States;
3. Distinguish implicit bias, type 1 thinking, discrimination, and racism;
4. Give examples of underrepresented groups in medical specialties;
5. Identify present-day structural challenges to advancing DEI in medicine;
6. Describe the effects that stress can have on minoritized patients and minoritized physicians.

## **Module: Empowerment**

The empowerment module engages course participants in discussion about methods to address DEI advancement in medicine. The module begins by defining pioneer syndrome and the minority tax in academic medicine. Seminars next define anti-racism and they present examples of DEI leadership in organized medicine. The multiple tiers for hospital system engagement in health care equity are discussed. The seminars in the empowerment module establish connections between DEI, health care equity, and population health management. The empowerment module also reviews quality improvement methods, and it presents quality improvement as a strategy to address mutable health care disparities and as a component of holistic frameworks for population health. The empowerment module concludes with a discussion of physician self-care and wellness.

Seminar 1: Topic 1 - Pioneer Syndrome and the Minority Tax

Reflection Exercise - Allyship

Seminar 2: Anti-Racism

Seminar 3: DEI Leadership in Organized Medicine

Seminar 4: Topic 1 - Hospital Systems and Population Health

Reflection Exercise - Patient-Physician Identity Concordance

Seminar 5: Mixed Methods Research

Seminar 6: Topic 1 - Wellness

## Reflection Exercise - Significant Interest Groups: Pros vs. Cons

### **Self-Paced IHI Open School Courses:**

L 101: Introduction to Health Care Leadership

L 103: Making Publishable QI Projects Part of Everyday Work

PFC 103: Incorporating Mindfulness into Clinical Practice

PFC 201: A Guide to Shadowing: Seeing Care through the Eyes of Patients and Families

### **Book Club Seminar:**

*Do the Work! An Antiracist Activity Book* by W. Kamau Bell and Kate Schatz

Dr. Price

### **Objectives:**

After completing this module, course participants will be able to:

1. Define anti-racism;
2. Define pioneer syndrome and the minority tax;
3. Recognize how and when to utilize allyship to promote inclusion and belonging;
4. Discuss approaches for advancing DEI through organizational committees;
5. Define quality improvement research methodologies to address health care equity;
6. Cite techniques for physicians to address self-care and wellness.
7. Reflect on the professional interventions to enhance recruitment and professional development of underrepresented groups in medicine.

### **Module: Action**

The action module focuses on addressing mutable health care disparities and population health through public policy, quality metrics, and multi-disciplinary clinical care coordination. The action module includes reflective exercises that distinguish equity dashboards from physician report cards as tools to promote health care equity. Career pathways in medicine are presented from leaders in both DEI and medicine. Leadership pathways that are discussed include industry research, regional health system administration, basic science research, mentoring, and global health. The action module concludes by integrating curriculum concepts presented in the

awareness module, the empowerment module, and the action module to develop DEI as a strategic competency in medicine.

Seminar 1: Population Health and Public Policy

Seminar 2: Quality Metrics and Incentives

Reflection Exercise - Equity Dashboards vs. Physician Report Cards

Seminar 3: Multi-Disciplinary Clinical Care Coordination

Seminar 4: Examining Built and Social Environments in Research and Health System Leadership

Seminar 5: Topic 1 - Pipeline Development through Mentoring

Reflection Exercise - Sponsorship

Seminar 6: Topic 1 - Developing Global Health Care Infrastructure

Topic 2 - Regional Community Health and Engagement

Seminar 7: Topic 1 - DEI as a Strategic Competency

Reflection Exercise: Equality, Equity, Ethics, and Justice

**Self-Paced IHI Open School Courses:**

QI 105: Leading Quality Improvement

QI 201: Planning for Spread: From Local Improvements to System-Wide Change

QI 202: Addressing Small Problems to Build Safer, More Reliable Systems

**Objectives:**

After completing this module, course participants will be able to:

1. Reflect on proposed health care laws to address anti-discrimination in medicine;
2. Discuss emerging quality and population health metrics that seek to advance health care equity;
3. Describe holistic frameworks for addressing health care equity;
4. Discuss approaches for addressing DEI through mentorship and sponsorship;
5. Discuss approaches for organizational transformation through quality improvement;
6. Identify opportunities to create value in medicine through advancing DEI;
7. Discuss strategies and methods to promote development of health care infrastructure in low economic resource settings;
8. Discuss DEI management as a strategic competency in healthcare.

### **Community Engagement Experiences**

One per year

**TBD**

#### **DEI Leadership Track Research Symposium - May 2025**

Poster Presentation and Concluding Ceremony

Acknowledgement of Core Curriculum Completion

### **Advanced Year Electives :**

All advanced electives require application during the second year of the curriculum.

Completion of one advanced elective supports honors distinction for the DEI leadership track curriculum.

Research Elective (4 weeks)

Legislative Advocacy (4 weeks)

Urban and Rural Community Engagement (2 weeks)

Global Health (2 weeks)

