

## SPECIAL EDITION ON RACIAL JUSTICE

Over the last several weeks, I have addressed the topic of racial justice and racial inequities with you. This week, I am pleased to provide you with a plan for us to move forward with a productive and sustainable plan for action.

In collaboration with Georgetown University Medical Center, as well as the leadership within MedStar Health through our Human Resources team, we have developed a preliminary workplan that is specific to our MedStar Academic Affairs community. I intentionally use the word “preliminary” because your feedback is needed to make sure our plan is inclusive of your ideas and perspectives. Thus, the first step of this plan is to solicit your feedback through an open comment period. **Between now and July 20, you are invited to provide your input to help us finalize both the content and the structure.**

**I am also soliciting your interest and willingness to serve.** Each of the working groups will be co-chaired by a faculty member and a resident or fellow. In addition, I want to make sure we have a diverse composition of faculty and residents/fellows in each working group. As you read through the document below, please consider how you may best serve this effort.

Our [GME website](#) has a page dedicated to this working group and a portal for you to provide feedback and also to volunteer to serve. I hope to see many comments and suggestions from you. Your involvement is the key to a successful strategy, and I invite you to be part of this meaningful opportunity to create change.

Together we can make a difference. **OneMedStar. OneGME. OneTeam.**



*VP Academic Affairs, MedStar Health  
Sr. Associate Dean for Medical Education, Georgetown University  
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**OneMedStar. OneGme. OneTeam.**

## MedStar Health Academic Affairs Working Group for Racial Justice

### PURPOSE

In partnership with Georgetown University Medical Center, the MedStar Health Academic Affairs Working Group for Racial Justice is being developed. The focus audience of this working group is MedStar Health residents, fellows, and teaching faculty. This effort consists of six proposed working groups focused on the development and implementation of sustainable positive change in our clinical learning environments. Additionally, a steering committee composed of the subcommittee chairs/co-chairs would interact and coordinate with the Georgetown steering committee. The subcommittees span both individual (*Cura Personalis*) and community efforts (*Cura Communitas*) that are proactive and sustainable.

The objectives of this working group include:

1. Address resident/fellow/teaching faculty **well-being** on an individual level when future tragedies occur.
2. Provide ongoing recognition of, and support for the needs of our academic community, including **prompt communications**, as part of the critical national conversation regarding racial inequities.
3. Improve the **recruitment, selection and retention** of Black and URM residents/fellows/teaching faculty for our GME programs by identifying their specific challenges and providing enhanced support and development.
4. Evaluate the **curriculum** to dismantle elements of systemic racism through curricular changes
5. Incorporate race and ethnicity education into the GME curriculum and **faculty development**.
6. Foster **longitudinal discussions** geared toward reconciliation about race and racism
7. Create a diverse and inclusive community and **clinical learning environment**.
8. Facilitate efforts of our academic community to make a positive and sustainable impact on **health disparities** in the communities that we serve.
9. Partner with Georgetown School of Medicine to assure **integration** of these efforts across the continuum of education.
10. Provide **transparency and accountability** regarding these objectives.

### STRUCTURE

There is one oversight **Steering Committee** and six proposed **Subcommittees**. The subcommittees would be co-chaired by a faculty member and a resident or fellow. One of the GME Executive Leaders will also serve on each subcommittee as a resource and an executive sponsor. Proposed subcommittees include:

1. **Wellbeing and Responsiveness Subcommittee**  
The focus of this group is to address resident/fellow/teaching faculty wellbeing on an

individual level when future tragedies occur; to provide ongoing recognition of, and support for the needs of our academic community, including prompt communications as part of the critical national conversation regarding race inequities.

- 2. Recruitment, Retention and Success of URM Residents/Fellows Subcommittee**  
The focus of this group is to develop a strategy and resources to improve and enhance the recruitment, selection, and retention of black and under-represented minorities (URMs) to residency and fellowship programs by identifying specific challenges and providing enhanced support and development.
- 3. Recruitment, Retention and Success of URM Teaching Faculty Subcommittee**  
The focus of this group is to develop, in conjunction with the MedStar Medical Group (MMG), a strategy and resources to improve and enhance the recruitment, selection, and retention of black and under-represented minorities (URMs) to the GME teaching faculty by identifying specific challenges and providing enhanced support and development.
- 4. Racial Justice Curriculum Reform and Evaluation Subcommittee**  
The focus of this group is to evaluate the current curriculum for GME programs to dismantle elements of systemic racism through curricular change and faculty development. This may include the Foundations Curriculum (orientation/onboarding, longitudinal GME curriculum) and program-specific curricula to determine enhancements that should be made to address racial justice, inequity, and enhanced clinical learning; to focus on efforts to assure elimination of bias in educational evaluations of trainee performance.
- 5. Clinical Learning Environment (CLE) Relations Subcommittee**  
The focus of this group is to identify other stakeholders and relationships in the CLE (e.g., nursing, allied health, administration, etc) to foster longitudinal discussions geared toward reconciliation about race and racism; to create a diverse and inclusive CLE between these stakeholders and residents, fellows, and clinical faculty.
- 6. Research and Education in Health Disparities and Health Equity Subcommittee**  
This group will focus on our outward-facing initiatives through education, research and outreach to facilitate efforts of our academic community and make a positive and sustainable impact on health disparities in the communities we serve.

### **Steering Committee**

A steering committee will oversee the work of the six subcommittees. The steering committee will consist of the co-chairs of each subcommittee, the GME executive sponsor to each subcommittee, the VP of Academic Affairs, and the Physician Chair of the GMEC. The steering committee will partner with and regularly interface with the Georgetown Steering Committee to assure integration of efforts across the continuum of education. The Steering Committee will also interface with the MedStar Health Human Resources leadership to assure integration of efforts across the health system. The steering committee will also assure transparency and accountability of these objectives.

## NEXT STEPS

### Open Comment Period - July 10 - 20

This document is open to the MedStar academic community (residents, fellows and teaching faculty) for ten days. [Comments and suggestions](#) on the proposed structure, content, and areas of focus should be submitted during this time. Leadership will consider all suggestions to be incorporated into a final version.

Additionally, during the open comment period, faculty and residents/fellows will be asked to [volunteer](#) to serve as subcommittee leaders and/or members. Our goal is to have one faculty member and one resident or fellow co-chair each subcommittee, and those co-chairs would also serve on the steering committee.

For feedback and to volunteer: [www.MedStarGME.net](http://www.MedStarGME.net) and click on "resources"

### Finalize structure, subcommittee leaders, and workgroups - July 20 - 31

Revisions will be made based on suggestions and feedback. Individuals will be asked to serve as either subcommittee leads or members of a specific working group.

### Launch Committees - August 1

### First Progress Report - September 30

**Thank you for your time and attention to this critical work. I look forward to working with you as we create sustainable change in our academic community.**

**Work Together. Learn Together. Grow Together.**

**Jamie S. Padmore, DM**

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**GEORGETOWN**  
**UNIVERSITY**



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