

Baylor College of Medicine
Second Annual Diversity, Equity and Inclusion Showcase
Tuesday, October 5, 2021

Title of Proposal: DEI Talks with Focus on E for Equity in Medicine

BCM Mission Area: Education

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Abstract:

The Diversity, Equity and Inclusion (DEI) Talks.

The DEI Talks are an initiative from the Pediatrics Equity and Advocacy Committee (PEACE).

The goal of the DEI Talks is to promote the education of Faculty that relate to diversity, equity and inclusion in order to improve our awareness and benefit our learners and patients.

First we decide on the focus of the talks. We then search for stories in the literature and ask for stories from the members of the PEACE Committee, and expand this activity to the Pediatric Diversity Council at BCM. We ask for any type of personal stories that have resonated with the individual, and that they are willing to share. The stories can be anonymous, can be in written format or can be presented in person during the talk.

By sharing these personal stories, we strive to highlight the life-altering impact that role models, mentors, and sponsors can have in creating an inclusive and supportive environment that positively shape trainees' career paths and our own.

We had our first DEI Talks in July 2021 as part of the Pediatrics Grand Rounds series, and will continue to offer them every 6 months.

On the first DEI talk, during the evaluation when asked: Do you intend to make changes in your practice as a result of this activity? We had 31 people enter free comments on the changes they plan to make. That is 20% of the participants that felt compelled to write a response to a question that is usually answered yes or no, which is very encouraging. We would like to expand the call for stories to the entire faculty and encourage people to share their experiences in this safe format.