

RACE IN MEDICINE TASK FORCE

EDITOR: DEEKSHA MADALA

FACULTY ADVISORS: DR. ANDREA G. STOLAR, DR. EDWARD L. POYTHRESS

TABLE OF CONTENTS:

SUBCOMMITTEE UPDATES

PRE-CLINICAL SURVEY

2021 MATRICULATION

WHITE COAT CEREMONY

COMMUNICATE WITH US!

THE TASK FORCE



Baylor
College of
Medicine



Baylor
College of
Medicine

RACE IN MEDICINE TASK FORCE

The School of Medicine at Baylor College of Medicine created the Race in Medicine Task Force in response to a student-led call-to-action letter advocating that the institution address racism and social injustice (June 2020). The RMTF includes representation by students, faculty, and senior leaders, and it is committed to broad engagement across the Baylor community.

STUDENT REPRESENTATION INCLUDES:

Student National Medical Association
Latino Medical Student Association
White Coats 4 Black Lives
Baylor College of Medicine Pride

FACULTY REPRESENTATION INCLUDES:

Curriculum Committee
Admissions Committee
Student Affairs

AIMS

- Foster ongoing, authentic dialogue about race, racism, and racial inequalities at the college.
- Implement strategies to optimize recruitment and retention of diverse students at the School of Medicine
- Incorporate anti-racism curriculum content into all levels of education for Baylor medical students.
- Implement institution-wide anti-racism training in collaboration with the Office of Diversity, Equity and Inclusion.

RMTF REPORTING STRUCTURE:

The RMTF serves in an advisory role to the Associate Dean of Admissions, Diversity, Equity & Multi-Cultural Affairs (Jesus Vallejo, M.D.) and the Dean of the School of Medicine (Jennifer Christner, M.D.).

BAYLOR COLLEGE OF MEDICINE RACE IN MEDICINE TASK FORCE

Pre-Clinical Antiracism Curriculum Subcommittee

The Pre-Clinical Antiracism Curriculum Subcommittee will be proposing formal guidelines for Curriculum Committee approval on how pre-clinical content should be presented to reduce students' implicit biases. Additionally, the committee is discussing ways in which courses could be reviewed annually in a sustainable way to ensure any changes made are continually reviewed and assessed.

Pre-Clinical Survey

The Pre-Clinical Antiracism Subcommittee is also continuing to evaluate the Term 3 Course Director Survey responses, and plans to write an op-ed to share their experiences on a national platform.

Clinical Antiracism Curriculum Subcommittee

For clinical students on their core clerkships, case-based learning modules are currently in development. These modules are being adapted from the AAMC MedEdPORTAL Antiracism in Medicine Collection. The purpose of these sessions is for students to debrief their experiences on the wards, including discussions of how to mitigate bias and racial disparities in the care of patients.

Racial Climate and General Antiracism Training Subcommittee

With plans to open a Baylor campus in Temple, TX, the Racial Climate and General Antiracism Training Subcommittee is designing a new holistic review and implicit bias training for faculty across both campuses.

Admissions Subcommittee

Institutional Diversity Goals: Develop and implement ongoing, systematic, and recruitment and retention activities to attract and retain diverse students, trainees, faculty, and staff with focus on the following groups: Women, African-Americans/Blacks, and Hispanics/Latinos.

The 2020-2021 admissions cycle had an increase in matriculation of Underrepresented Minorities in Medicine (URiM) students producing Baylor's most diverse incoming class. URiM students make up a higher percentage of Baylor's incoming class than the national average.

Admissions Subcommittee (cont.)

This was made possible by increasing scholarships for URiM students. In addition, the SOM established pipeline BS-MD programs with St. Mary's University and Xavier University. The first class from Xavier will matriculate at BCM in 2023. The office of admissions also collaborated with existing BS-MD programs to increase diversity in their matriculating classes.

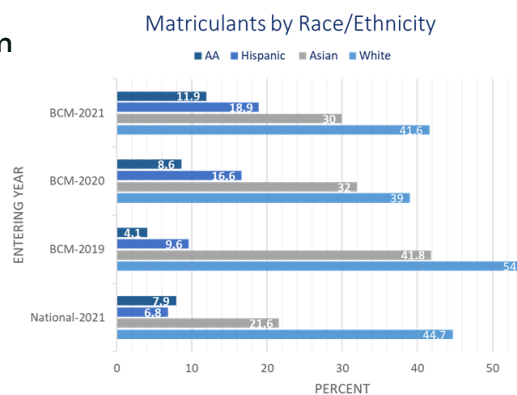
Next steps for BCM include building social support for URiM students with faculty mentorship and student organizations.

White Coat Ceremony

The Houston Chronicle highlighted the diversity of Baylor's incoming class in an article about the White Coat Ceremony.

Article:

<https://www.houstonchronicle.com/lifestyle/renew-houston/health/article/After-COVID-white-coats-mean-something-different-16416645.php?cmpid=gsa-chron-result#photo-21400639>



Communicate With Us!

If you are aware of future activities, or want to share past experiences that you want to be included in the newsletter, please let us know. If you have questions regarding the task force, or would like to get involved, reach out to Dr. Stolar, Dr. Poythress, or Deeksha Madala.