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Reckoning with Structural Racism and Sexism, COVID-19, and the Urgent Need for Diverse Leaders in Academic Medicine

AAAS SEA Change Biomedicine
Roundtable on Black Men and Black Women in Science, Engineering and Medicine

October 15, 2020

1:00-3:30pm EDT

Meeting Objectives:

Explore what academic medicine can do to transform institutional climate and culture in order to dismantle structural racism and sexism?

Discuss the ways that academic medicine is assuming leadership for addressing the health inequities amplified by COVID-19.

Highlight how and where diverse and social justice-minded leaders are being developed in academic medicine.

Engage in an interactive panel and audience discussion about what we need to know in order to create a framework for transformative systemic change that will encourage academic health centers to address systemic racism and sexism and their impacts within their communities.

1:00 pm **Welcome and Introductions**

Cato Laurencin, MD, PhD, University Professor, University of Connecticut, Chair of the Roundtable

Shirley Malcom, PhD, Director, SEA Change and Senior Advisor, AAAS

- Welcome and brief overview of SEA Change Biomedicine and why developing a framework for systemic transformation is a crucial tool for dismantling isms, addressing health inequities amplified by COVID, and provide the infrastructure of opportunities for diverse leaders in academic medicine

1:15 pm **Dismantling Structural Racism and Sexism**

Shirley Malcom, PhD, Director, SEA Change and Senior Advisor, AAAS

Vivian Pinn, MD, Former Director, Office of Research on Women's Health, NIH

- What can academic medicine do to transform institutional culture and climate in order to dismantle structural racism and sexism?

- How do we measure inclusivity, diversity and equity?
- How should leadership (e.g., board, administration, and chairs) be held accountable for effectively implementing systemic change?

1:45 pm

Academic Medicine and COVID-19

Cedric Bright, MD, Associate Dean for Admissions and Interim Associate Dean for Diversity and Inclusion, Brody School of Medicine

Camara Jones, MD, MPH, PhD, Radcliffe Fellow, Radcliffe Institute for Advanced Study, Harvard University

- In what ways is academic medicine assuming leadership for addressing the health inequities amplified by COVID 19?
- What is the evidence about the relationship between physician diversity and patient outcomes?
- What should we prioritize when thinking about the role of academic medicine in addressing health inequities (e.g., recruiting, hiring, curriculum, pedagogy, practice, individual and community engagement)?

2:15 pm

Encouraging Diverse Leaders in Medicine

Brittanie Hazzard Bigby, MPH, MD Candidate, Ross University School of Medicine; National Chairperson of the Board of Directors, SNMA

AJ Garvey, MD, Emory University; National Working Group, White Coats for Black Lives

Marina Rofaeil, MD Candidate, Co-President, SNMA, Baylor College of Medicine

DeAndre Tate-Drummer, MPH, MD Candidate, Howard University College of Medicine

- Are diverse and social justice-minded leaders being developed in academic medicine?
- What do senior leaders need to know about supporting students to become impactful leaders in medicine?
- What should the priorities be for developing equity-minded, inclusive, and diverse leaders (e.g., curriculum, mentoring, holistic reviews, capacity building, senior leadership accountability, systemic accountability for sexual and racial harassment)?

2:45 pm

Open panel discussion with speakers and audience

- What do we need to know, and what do we need to measure, in order to implement the transformative systemic change that will encourage medical schools to support diverse, social justice-minded leaders at a time when they are called upon to address the impacts of systemic racism and sexism, COVID-19 and other health inequities on their institutions as well as the broader communities they serve?

3:30 pm

Adjourn