

Student TA Support Program for Diversity, Equity, and Inclusion (DEI) Curriculum Integration

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BACKGROUND

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Historically, the lack of integration of Diversity, Equity, and Inclusion (DEI) and Anti-Racism (AR) in health education has contributed to health disparities, physician bias, and indecorous media portrayal within medical education for future physicians.

At Mayo Clinic, a student-led curriculum audit and separate enterprise-level curriculum review exposed salient shortfalls and resulted in strategic DEI-AR action items.

PURPOSE

The “Student TA Support Program for DEI Curriculum Integration” project was curated in 2020 and aims to address these deficiencies through innovative restructuring of medical education as it currently exists.

To develop a compilation of instructional DEI-AR strategies and best practices that contribute to an interactive, informed, and intentional learner- and patient-focused curriculum.

DESIGN

The program is a longitudinal partnership between compensated student TAs, DEI faculty leaders, and course directors.

OBJECTIVES

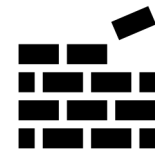
LONGITUDINAL COLLABORATION & SUPPORT

- Joint intentional efforts
- Recognition of change as a process



CURRICULUM ENHANCEMENTS

- Incorporation of inclusive images/videos
- Self-Identification
- Race/Ethnicity semantics
- Deliberate consideration of racialized trauma
- Inclusion of LGBTQI+ topics and semantics
- Discussion surrounding health disparities and inequities



FACULTY EDUCATION & ENGAGEMENT

- Acknowledgment of challenges and gaps
 - Lack of expertise
 - Time constraints



PREPARATION OF INFORMED FUTURE PHYSICIANS

- Consistent exposure to DEI-AR curriculum
- Concession of implicit and explicit biases
- Knowledge, empowerment, and empathy



SAFER LEARNING SPACES

- Promotion of psychological safety and inclusivity

METHODS

EXPOSITORY TRAINING

- Student TAs undergo training to ensure awareness of :
 - Project scope
 - Action items
 - Audit data analysis
 - Access to evolving resources and support enhancements



BIWEEKLY TA TEAM MEETINGS

- Ensure TAs are consistently supported
- Opportunity for shared updates and guidance
- Development of new shared initiatives
- Transparent discussion of obstacles



ITERATIVE APPROACH

- Course directors have access to:
 - Standardized DEI Resources
 - Minimum monthly meetings with assigned TA
 - An additional 6 months of post-revision student TA support



TEAM DASHBOARD

Tracks progress towards completion of stated action items across all TAs, faculty, and courses



EVALUATION

LEARNER EVALUATION OF DEI-AR CONTENT

Student satisfaction is tracked through anonymous post-course student evaluations on a 5-Point Likert Scale within MedHub

- Aspect 1: Content and Discussion
- Aspect 2: Images and Cases



QUALITY MONITORING

Bimonthly evaluations with statistical services team to report on project impact.

POTENTIAL IMPACT

MEDICAL EDUCATION WITH DEI-AR LENS

- Decolonized, antiracist curriculum
- More informed faculty and future physicians
- Improved patient experiences and outcomes



TRANSFERABILITY

The program has high potential for replicability by medical schools nationwide, at minimum

REFERENCES

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2. Amutah, Christina, et.al. Misrepresenting Race – The Role of Medical Schools in Propagating Physician Bias, N Engl J Med 2021; 384:872-878 DOI: 10.1056/NEJMms2025768
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