



**March-April 2022 Residency Times
From Your DIO**

GME offered the Symposium as an implicit bias training event, and thus the panelists addressed ways physicians can recognize and mitigate the impact of both interpersonal and structural racism in clinical encounters. Brief case studies helped attendees understand *microaggressions*, defined by multicultural counseling expert [Dr. Derald Wing Sue](#) as “everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized social group.” I commend the efforts of the 2021-22 Resident Council officers in bringing the Symposium to fruition and would like to thank Dr. Gray and Dr. Roy for their engaging contributions to and outstanding leadership of this event.

The Professional Development Symposium is but one venue by which GME is working to help our residents and faculty meet the daunting but critical challenge of achieving diversity, equity, and inclusion in clinical care. GME maintains a Canvas site with a range of health disparities resources to assist our programs in incorporating HD as a standard component of resident education; conducts a brief introduction to health disparities in the New Resident Orientation every summer; requires all incoming residents to complete AMA and IHI modules on managing unconscious bias, the basics of health equity for GME, improving health equity, and racism in medicine as part of the onboarding process; and administers cases involving cultural competency and health disparities during its summer

OSCE simulated-patient training activity mandated for all interns and PGY-1s.

In addition, in 2021 GME and its primary clinical partner, Ascension Providence Rochester Hospital, are participating in National Initiative VIII - Justice, Equity, Diversity, Inclusion, or JEDI. Sponsored by the Alliance of Independent Academic Medical Centers, this 18-month initiative will engage faculty and residents in quality improvement projects to better understand and improve JEDI in the clinical learning environments to positively impact both individual performance and institutional culture. The GME Office seeks to recruit a more diverse resident population for the 2023-24 academic year and will promote inclusiveness in our programs through mediated discussion sessions, standing Wellness Committees, and the Annual Program Evaluation process.

The GME staff and I look forward to successful collaborations with program leadership and residents on this and all aspects of our educational mission.

Anne

Anne Messman, MD, FACEP

Associate Dean and DIO, Office of Graduate Medical Education

Associate Professor, Dept. of Emergency Medicine

Amessman@med.wayne.edu

313.282.6577 (cell)