



**Jan-Feb 2020 *Residency Times*
From Your DIO (continued)**

Institutional initiatives at WSU SOM regarding resident training about HD have been in place for several years. Graduate medical education begins during the resident onboarding process via the completion of online modules on unconscious bias, cultural competency, and health equity. During our summer New Resident Orientation, WSU Public Health faculty provide further introduction to HD in clinical care settings. Our late summer OSCE training activity, required for all PRG1 and PRG2 residents, now includes a cultural competency case as a standard feature.

Going forward, GME's institutional initiatives will encompass data collection and analysis, comprising annual baseline assessment of resident awareness of and attitudes toward HD in tandem with questions related to HD already on the ACGME and GME surveys. In addition, all residents will be required (and faculty encouraged) to complete [Think Cultural Health](#), an online course administered by the US Dept. of Health and Human Services' Office of Minority Health. It is considered the "gold standard" in such training.

Initially, the HD Task Force was composed of faculty and residents from the primary-care programs at Ascension Providence Rochester Hospital (APRH), since they have ongoing HD initiatives and could provide models for training initiatives in other programs. At APRH residents and faculty collaborate with community groups and faculty researchers to develop Quality Improvement projects designed to improve health outcomes for underserved populations. I encourage the leadership in all our residency programs to include training in HD and the social determinants of health as a regular part of didactics and move this topic to the forefront of clinical practice, in accord with the opportunities and requirements specific to their specialty. As a first step, programs may elect to identify an individual HD champion, similar to the Wellness champion in each program. The GME HD Task Force has developed a list of recommendations and suggested components (didactic sessions, online training modules, research projects, etc.) as possible options in an HD curriculum. This document, and all HD curricular

materials and resources have been archived on a Canvas site entitled *GME - Health Disparities Training/Curriculum*, now accessible to all program leadership. The GME Research Coordinator, Dr. Heidi Kenaga, is chair of the HD Task Force and would be happy to meet with the HD champion in each program to discuss their HD curriculum plan. In addition, the next HD Task Force meeting, to be held on Friday, March 19 from noon to 1 pm (Zoom), offers an opportunity to learn more about how other programs are developing and implementing their curricula. Questions may be directed to Dr. Kenaga at hkenaga@med.wayne.edu.

The GME staff and I look forward to productive collaborations with program leadership and residents on this initiative, a vital component of our educational mission.

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