



# Building an Anti-Racism Curriculum

From Intention to Execution

KP Napa-Solano Family  
Medicine Residency Program

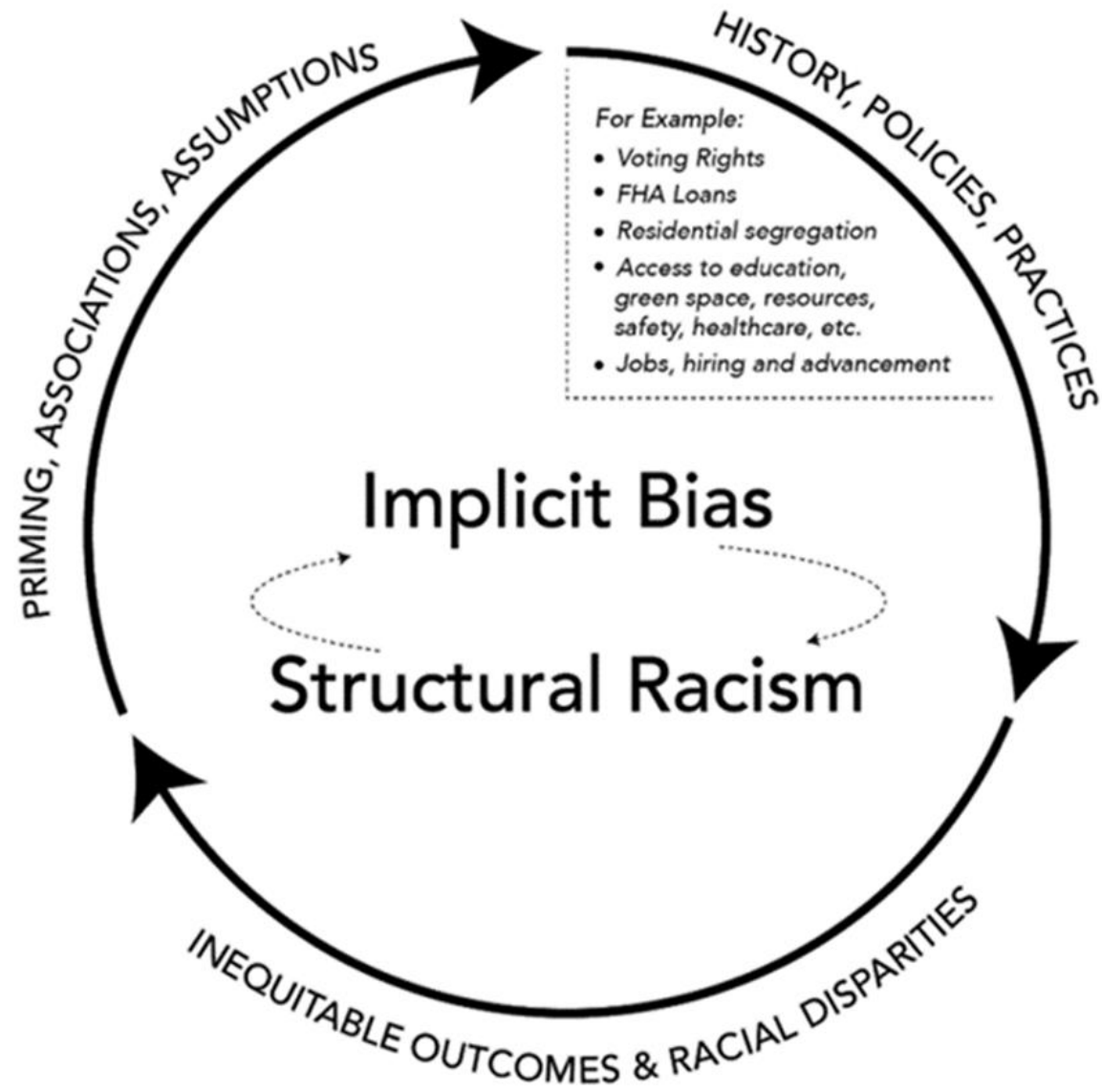


**KAISER PERMANENTE**  
**NAPA-SOLANO**



Family Medicine Residency

**“We are firmly committed to diversity and inclusion in our residency program and in our work to create a workforce that mirrors the communities we serve. Our commitment to inclusion includes race, gender, age, religion, identity, and experience. We believe diversity drives innovation, creates stronger teams, and leads to better medical outcomes.”**



# Timeline of events: Implicit Bias

- 2017:
  - Limited faculty training
  - Needs assessment
- 2018:
  - Resident Diversity, Equity, and Inclusion (DEI) workshops
  - Holistic approach to residency interview process
- 2019:
  - Resident Diversity Council formation



# Time of events: Implicit Bias and Anti-Racism/Oppression



2020:

- Faculty commitment to completing UCSF DEI Champion Training
- Racial reckoning and renewed social justice efforts
- Racial and social justice lunchtime discussions (Resident led)
- Anti-racism commitment to entire curriculum (Program Evaluation Committee))
- Expansion of racial and social justice committee involvement in interview process
- Residency mission statement revisited
- Joint resident-faculty Diversity, Equity, Inclusion, and Anti-racism/Oppression (DEIA) workshop

# Timeline of events:

2021

- DEIA Faculty Series with outside expert content consultant
- Underrepresented in Medicine mentor training and implementation
- ERASE Training (Addressing microaggressions in the clinical setting)
- Application of social justice principles to entire application review/interview process
- Resident Diversity Council – Mentorship focus
- Alliance of Independent Academic Medical Centers National Initiative - Justice, Equity, Diversity, and Inclusion
  - DEIA Toolkit to implement work in various educational and clinical settings
  - Evaluation of DEIA work
  - Equitable feedback processes
  - Mentorship opportunities for those under-represented in medicine



# IBAR Resident Workshops

## **2020-2021: - Change of curriculum to Implicit Bias and Anti-Racism**

- Incoming interns: Introduction to implicit bias and anti-racism curriculum
- Session 1: Historical legacy of structural racism and oppression
- Session 2: Racism vs Race in Medicine
- Session 3: Racial caucusing/Having conversations about race
- Session 4: Becoming antiracist: a personal journey for lasting change
- *Joint Resident/Faculty session*: Mitigating unconscious bias starts with the self
- *Bonus Session*: Obstetrical and Social Justice

## **2021-2022:**

- Incoming interns: Introduction to implicit bias and anti-racism curriculum
- Session 1: Creating an equitable learning environment and mitigating implicit bias in teaching
- Session 2: Creating equitable curriculum/presentations
- Session 3: Creating equitable patient encounters
- Session 4: Combatting imposter syndrome
- *Bonus session*: Belly of the Beast documentary viewing and discussion



## Resident Diversity Council

### GOALS & OBJECTIVES:

1. Promote and increase diversity among faculty, residents, fellows, to increasingly reflect the diverse communities we serve.
2. Provide mentorship and support for trainees (Sub-I's, medical students, residents) from diverse and underrepresented backgrounds.
3. Educate trainees and faculty around topics of diversity, equity, inclusion, and disparities.
4. To bolster and expand on pipeline work.
5. Advocate for health equity and equality as core values of our program.
6. To provide a space of shared reflection and experience for residents of underrepresented backgrounds and their allies