

Throughout the Michigan Medicine Community, our 5-year Diversity, Equity and Inclusion (DEI) strategic plan has provided resources and supported diversity, equity and inclusion efforts with faculty, staff, learners, and patients. Highlighted below are some of the many accomplishments of the DEI 1.0 strategic plan at Michigan Medicine.

Impact on Students

SiMFest was a daylong event held for pre-medical and medical students (2017-2019) during the Student National Medical Association’s Annual Conference. SiMFest included information sessions and clinical simulations for 250 medical or pre-med students each year. The students met with specialists from 14 Michigan Medicine departments, giving them an inside look at the institution as a potential destination for their future medical school or residency programs.



The **Health Equity Visiting Clerkship** is a 4-week experience sponsored by the Office for Health Equity and Inclusion at Michigan Medicine for M3 and M4 students. The aim of the clerkship is to diversify the pipeline and develop leadership skills to advance diversity, health equity, and inclusion. The clerkship has successfully matched participants into several of our residency programs. Participants in the clerkship said, “During this month-long rotation, I was challenged but at the same time supported academically, professionally, and personally. The experience solidified my decision to pursue an Otolaryngology residency at the best program in the country.” and “The positive support and involvement of the Office for Health Equity and Inclusion was such a key factor in my decision to come to University of Michigan. During my visiting clerkship, I had the opportunity to enhance my clinical skills as well as share my interests in health disparities and its overlap with OB/GYN.”



Raising Anesthesiology Diversity and Antiracism (RADAR) is a partnership between the anesthesiology departments of the University of Michigan and Washington University St. Louis. Although open to all, regardless of race or ethnicity, RADAR's goal is to increase the number of anesthesiologists from underrepresented and marginalized groups and focuses on attracting college and medical students to the field, providing mentorship, networking opportunities for early career anesthesiologists, and developing resources for department leadership to build inclusive and anti-racist communities.

Race and Racism Course was developed in September 2021 with nine M3 and M4 students joining three co-instructors for the longitudinal course, *History of Race and Racism in Medicine: Understanding the Intersection of Systemic Racism & Inequity in Healthcare*. The impetus for the course was driven in large part by student activism. In a letter to University of Michigan Medical School leadership in July 2020, students articulated an action plan to redesign the M1 Scientific Truck curriculum asking for updated, longitudinal, and comprehensive anti-racism and health justice training for all students and all faculty that interface with students. The administration formed the Anti-racism Oversight Committee (AROC) in July 2020, and subsequently six sub-committees were formed, including the Education & Clinical Practice Sub-committee. A primary objective for this committee was to Design the Undergraduate Medical Education (UME), Graduate Medical Education (GME), and Continuing Medical Education (CME), and staff curricula. The course was outlined in December 2020, approved in January 2021, and then implemented as a 16-week longitudinal elective course for M3 & M4 students.



Supporting Innovation

The **Phyllis M. Blackman Innovation Grants** (also known as mini grants) honor the contributions of former Office for Health Equity and Inclusion Director, and Anti-Racism Oversight Committee co-chair, Phyllis M. Blackman. The mini grant program was created in 2017 as an opportunity to acknowledge, inform, reinvigorate, and refocus departmental and unit efforts on activities that promote respect for and learning about others. The mini grant program is funded by the Office of the Executive Vice-President for Medical Affairs and the Dean of the Medical School. The mini grants have provided over \$200,000 of funding to projects such as a residential summer program to discuss health disparities, dermatology pipeline program for medical students, house officers, and faculty, and the Arab American Health Initiative that discusses challenging and stigmatized health topics in this community.



The **Internal Medicine Impower Council** (Inspiring Medicine to Promote Opportunities for Well-Being, Equity and Diversity) was created to facilitate multidirectional communication and support initiatives to drive culture change around key strategic priorities, goals, and initiatives. It consists of initiatives related to developing people, improving the environment, building partnerships, and communicating results.

Impact on MM community

Anti-Racism Oversight Committee (AROC): In response to a nationwide call to stand in solidarity against racism, Michigan Medicine leadership formed the Anti-Racism Oversight Committee (AROC) and sought feedback from faculty, staff, nurses, and learners about how we can eliminate racism and inequities that may exist today at Michigan Medicine and identify approaches to that achieve an anti-racism culture. AROC established six subcommittees that developed action plans based on the feedback received from the Michigan Medicine community. Sub-committees include Speak Up/Show Solidarity, Opportunities for

Conversations, Education and Clinical Practice, Diversify the Workforce, Community Work, and Advocacy and Professional Development.

The **Becoming Series** began in 2019 as a novel way to introduce and promote DEI to foster engagement and commitment among staff. Created by the Michigan Institute for Clinical & Health Research (MICHR), the Becoming Series uses storytelling to connect staff to the myriad important aspects of DEI. Each one-hour *Becoming* session provided an opportunity for one staff member to share their personal story with colleagues and encourages self-reflection, honesty, and vulnerability. Using a Q&A interviewing approach, facilitators leverage various conversation starters to help interviewees speak to their personal DEI experiences and how DEI has shaped and impacted their lives. Significant time was dedicated to open conversation among all participants, stimulating meaningful connections. The goal of *Becoming* is to create brave spaces where individual voices are heard and elevated, while providing the broader group of participants with the opportunity to learn, reflect, and view DEI through different lenses. Since its inception, MICHR has hosted 14 *Becoming* sessions focused on diverse topics, including race, mental health, and (dis)abilities. The *Becoming* series has been an exemplar and other departments at the University of Michigan are adopting this model.

Community Conversations are hosted by the Office for Health Equity and Inclusion and aim to (1) provide a space for community and connection, dialogue, support for one another, self-care, and resource sharing; and (2) address relevant and timely topics. Community Conversations occur two times per month and the focus aligns to the various priorities expressed by Michigan Medicine and aligns to Office for Health Equity and Inclusion’s overarching goal of promoting equity and inclusion.



Impact on broader community

Girls Who Code began at Michigan Medicine in 2017, with a student-led and department-sponsored chapter of the international [Girls Who Code](#) movement to close the

gender gap in technology education and careers. As a part of *Girls Who Code*, which is open to students of any gender, students came to campus weekly for the program during the school year or met synchronously online. Additionally, they hold a two-week intensive summer experience program. University of Michigan graduate students developed a custom coding curriculum for this program, which was recently published in a peer-reviewed journal. Programming has included guest speakers that showcased a diverse representation of women in a variety of careers and a collaboration with the external organization, Michigan Council of Women in IT, for professional development. *Girls Who Code* also donated 16 Dell laptops for the high school students to use.

Careers in Cardiovascular Science and Medicine Program is a collaboration with the Frankel Cardiovascular Center and Detroit Cody High School seeks to recruit and engage Cody High School students, many of whom are underrepresented, to learn about the variety of careers in healthcare. As a result, faculty and staff from Frankel Cardiovascular Center are building life-long relationships with these students to create a support network that will be imperative to help them with the college application process and academic achievement.

Office for Health Equity and Inclusion (OHEI) Pathway Programs offers four summer programs that aim to help highly talented, broadly diverse individuals succeed in pursuing a career as a physician. The Science Pre-Exposure Program serves high school students and offers SAT prep and college application development. The Undergraduate Research Academy offers a research experience for undergraduates with a faculty mentor to develop their science identity. The Career Development Academy helps individuals who are applying to medical school with MCAT prep, professional development, and application development. The Leaders for Excellence in Academic Development helps accepted medical students who have yet to begin medical school and their future success as a medical student. All programs additionally focus on social determinants of health and cultural humility so as physicians they will have an inclusive practice and environment. Additionally, we have a year-round tiered mentoring program that develops learners as researchers and scholars.

