



JOSIAH MACY JR. FOUNDATION

Taking Action on Harmful Bias and Discrimination in Clinical Learning Environments

December 3, 2020



Macy Conference

Addressing Harmful Bias and Eliminating Discrimination in Health Professions Learning Environments

February 24 – 27, 2020

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Conference Paper Author

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President, Josiah Macy Jr. Foundation

Preview of Webinar

- Background
 - Dr. Humphrey
- Overview of conference recommendations
 - Dr. Mateo
 - Dr. Saldaña
- Concluding comments
 - Dr. Humphrey
- Discussion

Background

- The current healthcare workforce doesn't reflect the diverse identities and experiences that affect people's health and health care.
- Few initiatives to improve the diversity of the workforce have been replicable or sustainable.
- Advancing diversity, equity, and inclusion within the health professions is central to improving overall well-being in the US and reducing attrition among historically underrepresented populations in health professions schools and professional practice.

Conference Overview

- 44 leaders in health professions education, health care delivery, learners, and educational accreditors
- Four commissioned papers and three case studies
- Three days of deliberations generated consensus recommendations
- Recommendations refined by the planning committee
- Final product reviewed and approved by all conferees



Upcoming Webinars 2021

- January 21, 2021: Nursing
- February: Racist Patients
- March 11, 2021: LGBTQ+
- April 7, 2021: Anti-Black Racism
- July: People with Disabilities

Conference Vision Statement

*Our nation's health professions learning environments—
from classrooms to clinical sites to virtual spaces—
should be diverse, equitable, and inclusive of everyone in
them, no matter who they are. Every person who works,
learns, or receives care in these places should feel that
they belong there.*

Conference Themes

- Intersectionality
- Structural and systematic change
- Common language on diversity, equity, inclusion
- Effective incentives to advance diversity, equity, inclusion
- Implementation of interprofessional education training and coursework has the opportunity to prioritize diversity, equity, inclusion when done thoughtfully

Recommendation I

Build an institutional culture of fairness, respect, and anti-racism by making diversity, equity, and inclusion top priorities.

Recommendation II

Develop, assess, and improve systems to mitigate harmful biases and to eliminate racism and all other forms of discrimination.

Recommendation III

Integrate equity into health professions curricula, explicitly aiming to mitigate the harmful effects of bias, exclusion, discrimination, racism, and all other forms of oppression.

Recommendation IV

Increase the numbers of health professions students, trainees, faculty, and institutional administrators and leaders from historically marginalized and excluded populations.

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<https://journals.lww.com/academicmedicine/toc/2020/12001#-1616133307>



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Questions & Responses

Please use the Q & A function to ask questions

<https://macyfoundation.org/publications/conference-summary-eliminating-bias-discrimination>



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- ["Seattle Police Use Blast Balls, Pepper Spray to Try to Disperse Saturday Protesters"](#) by Alan Berner for The Seattle Times
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