

UW EM Population Health DEI Area of Focus

Area of Focus Mentor: Alexander Garrett

Infrastructure: This area of focus sits within the Population Health Pathway in the Department of Emergency Medicine

Focus: Residents focus on developing diversity, equity, and inclusion (DEI) initiatives and awareness for professional development and the care of minority and targeted populations both locally and nationally, with special focus on education, advocacy, community-building, and research. This area of focus will be within the Population Health Pathway within the UW Emergency Medicine Residency.

Goals:

1. To understand the health-related impact of racism and bias on minority and underserved patient populations as well as on medical professionals and healthcare deliverers.
 2. To identify, understand and be able to speak articulately about social determinants of health with a focus on diversity—including racial, cultural, ethnic, and gender bias.
 3. To understand and begin to address the challenges of the practice of emergency medicine across diverse backgrounds, both intra- and interprofessionally, and involving the care of patient populations.
 4. To develop clinical skills relevant to the practice of emergency medicine in diverse settings and to mitigating bias in health care.
 5. To introduce the concept of an emergency physician's role in advocating for diversity, equity, and inclusion and shaping health policy at local, regional, and national levels.
 6. To gain exposure to DEI movements at the national level within governing bodies and organizations of emergency medicine and academic medicine.
 7. To bring awareness to and disseminate education on DEI initiatives and research to the local, regional, and national medical community.
- **Objectives/ Requirements: Elective:** longitudinal elective This takes the form of 1 or 2 days per month for one to two years and may take many forms depending on the area of focus. This is tailored to fit the interest of the resident, together with the educational goals of the residency.

Education: Complete an educational course related to an aspect of DEI and the resident's interest (e.g., SAEM Social EM curriculum, UCLA's IDHEAL curriculum, SEMinal).

- Individual coursework may be complemented by the monthly Social Emergency Medicine West Coast regional didactic curriculum, the ACEP Social EM Section educational offerings, or available and appropriate asynchronous modules. Residents will discuss their coursework with mentors at check-ins.

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- Access to the national curriculum for SEM that is a joint effort between several academic organizations can be found at: [SEMinal Study https://www.studysem.org/](https://www.studysem.org/)
 - Recommend the modules on Race and Racism, Built Environment, Economics and Employment, Housing and Homelessness, and Violence
- *Required Modules if using SAEM Social EM Curriculum*
(<https://www.saem.org/about-saem/academies-interest-groups-affiliates2/join-an-interest-group/social-emergency-medicine-and-population-health/semph-literature>):
 - *Housing & Homelessness*
 - *Language & Cultural Barriers*
 - *Race & Gender*
 - *Immigration & Documentation Status*
 - *Incarceration*
 - *LGBTQ*
 - *Social Emergency Medicine / Population Health / Social Determinants of Health*
- *Required Modules if using IDHEAL curriculum:*
 - *Language*
 - *Culture*
 - *Race*
 - *Gender Identity*
 - *Health Literacy*
 - *Homelessness*
 - *Immigration*
 - *Incarceration*
 - *Built Environment*
 - *Education*
- Residents will present a DEI focused Journal Club on a selection of the above readings or on topics of interest. The cadence of JC presentations to be determined by resident/mentor and could be incorporated into the EM residency-wide JC if approved.
- Residents will complete a longitudinal experience in an area of focus to be determined by resident/mentor.
 - *Potential Longitudinal Experiences in:*
 - *Participation in departmental, hospital/institutional, and/or national DEI committees to produce deliverables, DEI materials, lead projects and initiatives*
 - *Medical Student/Residency Recruitment (e.g., EMSP, SNMA, SAEM, ACEP) with development of recruitment material, DEI educational content and infographics, resources for students and potential applicants*
 - *Departmental culture initiative work*

Research and Educational Presentation: All pathway residents will conduct either a formal research study related to their areas of focus, a QA/QI project, or an educational

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curriculum/deliverable. Residents on the pathway are encouraged to develop these projects in partnership with mentors, to co-submit proposals for presentations at national conferences, and to present to our residents and faculty during end of the year research conferences.

Longitudinal Elective Check-in: DEI residents will check-in with their faculty mentor to discuss their experiences and projects every semester or quarter, depending on individual scheduling with their mentor. A potential long term advocacy position with WA ACEP committee on Anti-Racism is a possible recurring learning opportunity over time.

Evaluation and Mentorship: Residents will be evaluated based on meeting their self-identified DEI and career milestones and goals, meeting semi-annually/quarterly with their mentors as their projects and educational pathway takes shape.

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