

Innovative Plans in Joint Project Focused on Driving Measurable Improvement in Diversity, Equity and Inclusion in Medicine

Salandra Thomas, Vice President, Talent and Organizational Development,
Infectious Disease Society of America

Tracy J. Sereiko, MBA, CAE Associate Executive Director of Specialty Engagement
and Market Development,
American Academy of Physical Medicine & Rehabilitation



Council of Medical
Specialty Societies

CMSS Annual Meeting 2022
Specialty Societies: Stronger Together

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Washington, DC

No disclosures

Collective Advancements – **Stronger Together**

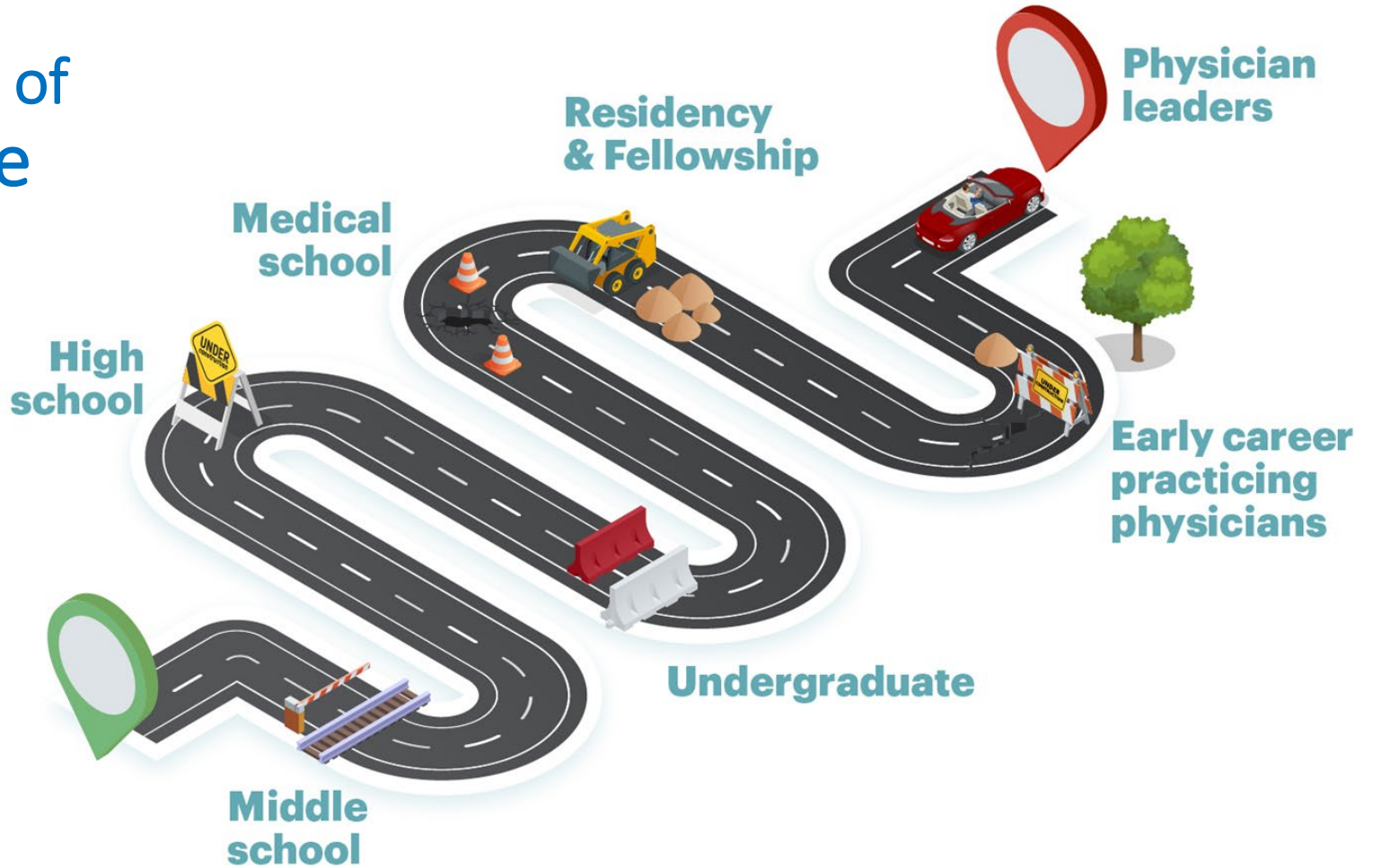
Our discussion will cover:

- ✓ Background on need for Cross-Collaboration
- ✓ Project Structure and Goals
- ✓ Advisory Committee and Inaugural Society Participants
- ✓ Project plans
- ✓ Planning for Long Term Commitment
- ✓ Ask of CMSS members today

Cross-Societal Collaboration: **Stronger Together**

- Our shared commitment as a community to eliminate structural barriers in medical school admissions and support advancement along all career stages in the pathway of medicine for underrepresented populations is a powerful endeavor.
- Recognizing the strength of a collective voice, we are excited to share that our Joint Capstone has reached an unprecedented collaboration among 22 medical specialty societies and intends to expand to a multi-year effort among CMSS organizations.

Pathway of Medicine



Advisory Committee

Group 1

Identify and collectively implement cross-society strategies to increase the pool of diverse applicants to medical school (e.g., support for pre-college and college research/shadowing programs) and reduce barriers to entry (e.g., advocate for holistic review).

Participants: ASCO, ASCP, ASH, ASN, ATS, IDSA, NASS, SVS

Group 2

Identify and implement best practices by specialty societies to increase the visibility and availability of effective mentorship, coaching, and sponsorship programs for those historically underrepresented in medicine.

Participants: AAFP, AAHPM, AAO, AAPM&R, ACRh, ACS, AES, AGA, AGS, APDIM, ASCP, CHEST, NASS, SCCM, SVS, SGIM, SNMMI

***Efforts to harmonize longitudinal data along pathways will be incorporated into both efforts.**

Advisory Committee

<p>Bonnie Simpson Mason, MD, FAAOS - CHAIR Medical Director of Diversity, Equity, and Inclusion (DEI) American College of Surgeons, Clinical Professor The University of Texas Medical Branch at Galveston</p>	<p>Farah D. Lubin, Ph.D. Associate Professor & Endowed Scholar in Neuroscience Director, Graduate Neuroscience Roadmap Scholar Program University of Alabama at Birmingham (UAB)</p>
<p>Marques Levar Bradshaw, MD, MSCR Vice Chair of Diversity Affairs in the Department of Radiology and Radiological Sciences Associate Professor of Clinical Radiology and Radiological Sciences Vanderbilt University School of Medicine</p>	<p>Vyjeyanthi (VJ) Periyakoil, MD Professor of Medicine Stanford University</p>
<p>Maximo O. Brito, MD, MPH Professor of Medicine Director, Urban Global Medicine Program Chief of Infectious Diseases, Jesse Brown VA Medical Center The University of Illinois, College of Medicine</p>	<p>Margot L. Savoy, MD, MPH, FAAFP Senior Vice President, Education American Academy of Family Physicians</p>
<p>Jason Cobb, MD Associate Professor, Emory School of Medicine Emory University Hospital Midtown</p>	<p>Neeta Thakur, MD, MPH Associate Professor in Residence, Step 1 Medicine University of California, San Francisco, School of Medicine</p>
<p>Ramon E. Gist, MD, FAAP Assistant Professor of Pediatrics Director, Pediatric Critical Care Medicine Clinical Director, Kings Against Violence Initiative (KAVI) SUNY Downstate Medical Center</p>	<p>Melissa P. Upton, MD Emeritus Professor of Pathology University of Washington, UW Medicine</p>
<p>Reena Karani, MD, MHPE, FACP, AGSF Director, Institute for Medical Education Professor of Medical Education, Medicine, and Geriatrics and Palliative Medicine Icahn School of Medicine at Mount Sinai</p>	<p>Carla P. Watson, MD, FAAPMR Physician Advisor OSF – Little Company of Mary Hospital</p>

Inaugural Societies

Project 1:

- ▶ American Society for Clinical Pathology (ASCP)
- ▶ American Society of Clinical Oncology (ASCO)
- ▶ American Society of Hematology (ASH)
- ▶ American Society of Nephrology (ASN)
- ▶ American Thoracic Society (ATS)
- ▶ Infectious Diseases Society of America (IDSA)
- ▶ North American Spine Society (NASS)
- ▶ Society for Vascular Surgery (SVS)

Project 2:

- ▶ Alliance for Academic Internal Medicine (APDIM)
- ▶ American Academy of Family Physicians (AAFP)
- ▶ American Academy of Hospice & Palliative Medicine (AAHPM)
- ▶ American Academy of Ophthalmology (AAO)
- ▶ American Academy of Physical Medicine & Rehabilitation (AAPM&R)
- ▶ American College of Chest Physicians (CHEST)
- ▶ American College of Rheumatology (ACR)
- ▶ American College of Surgeons (ACS)
- ▶ American Epilepsy Society (AES)
- ▶ American Gastroenterological Association (AGA)
- ▶ American Geriatric Society (AGS)
- ▶ American Society for Clinical Pathology (ASCP)
- ▶ North American Spine Society (NASS)
- ▶ Society for Vascular Surgery (SVS)
- ▶ Society of Critical Care Medicine (SCCM)
- ▶ Society of General Internal Medicine (SGIM)
- ▶ Society of Nuclear Medicine and Molecular Imaging (SNMMI)

Year 1 Timeline

1-2 Months

- Operationalize workgroup structure
- Data collection from participating group members
- Discuss goals and objectives

3 Months

- Goals and objectives affirmed
- Operational structure in effect
- Strategic plans developing

6 Months

- Strategic plans confirmed and early execution of plans underway.

9 Months

- Joint Capstone Presentation & end of Equity Matters
- Demonstrated successes, quick wins

12 Months

- Demonstration of substantive advancement of strategic plans toward desired goals

Long Term

- Pursuit of SMART goals that allow for long-term, sustainable outcomes.

Project 1 Goals

1. Broad, national adoption of an undergraduate faculty development, mentorship, and cultivation programs strategy to support URM.
2. Ensure alignment and access to data collection on applicants, acceptances, dismissals and matriculants across medical schools.
3. Broad, national adoption of roadmap and best practices to address bias in recruitment and selection in admissions (including modified weighting of MCAT scores) and for faculty leadership roles and ensure adequate preparatory support programs.
4. Broad adoption of holistic review process (with minimum, uniform criteria for key success factors) across UME and GME.
5. Ensure maximum financial support programs (and utilization) opportunities among URM.
6. Specialty pre-medical career fairs in communities.

Project 1 Timeline

JULY

- Complete research
- Prioritize goals
- Assign actions on short term goals

AUGUST

- Complete gap analyses
- Complete action plans and identify resource needs

SEPTEMBER

- Confirm resources (Society commitments)
- Review actions to advance short term goals

OCTOBER

- Complete draft of strategic plan
- Review progress on short term goals
- Engage partners

NOVEMBER

- Advance prioritized goals

DECEMBER

- Celebrate!
- Continue to Advance Goals
- Share public communications



Project 1 Long-Term Timeline

Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025	Q4 2025
#1: National faculty development, mentorship, and cultivation programs												
	#2: Address bias in recruitment and selection in admissions											
		#3: Adoption of holistic review standards										
			#4: Ensure financial support programs									
						#5: Career fairs in communities						

Project 2 Goals:

- **Short-Term Goal 1:**

- Aggregate planned individual society-led programs focused on mentorship, leadership and sponsorship to achieve our desired goals

- **Short-Term Goal 2:**

- Create a curated resource of these programs to share with CMSS member societies to help societies launch their own programs

- **Mid-Term Goal 3:**

- Engage in a research effort to develop metrics and collect results and outcomes of individual programs for an aggregate report to share best practices and guidelines with societies.

Project 2 Timeline

JULY

- Conduct research with participants
- Achieve consensus on priority target audience (residents, fellows and their academic teachers)

AUGUST

- Discuss and differentiate scope of effort, achievability of best practices
- Explore short and long term goals
- Identify resource needs

SEPTEMBER

- Confirm short term goals and focus for the target audience
- Review actions to advance short term goals

OCTOBER

- Begin drafting survey instrument to aggregate programs across societies
- Review progress on short term goals
- Identify resource needs

NOVEMBER

- Advance prioritized goals
- Engage partners

DECEMBER

- Continue to Advance Goals
- Continue to engage partners for long term goals
- Share public communications

Plans for Long-Term Commitment

1. Inaugural Societies are engaged in strategic dialogues about cross-societal supports and advancement.
2. Ongoing commitment to share knowledge and ensure action plan execution.
3. Financial/resource commitments are in development.

Ask of CMSS societies

1. Respond to **the survey** (coming soon!) to share your programs that support advancement of underrepresented individuals:
 - Students pre-medical school
 - Students during medical school
 - Residents and Fellows
 - Practicing members
2. Join our Inaugural Societies in the next phase of programmatic support.
 - Join groups in strategic dialogues
 - Contribute financial support – to be rolled out by CMSS