

# Exploring a Culture of Fairness, Respect, and Anti-racism in Health Professions Education through an Accreditation Lens

February 9, 2022

**Workshop Objective:** To explore shifting institutional structures for improving DEI and eliminating racism and anti-black racism in health professions education

## READ AHEAD ARTICLES:

- [Racism and Health: Evidence and Needed Research](#)
- [Structural racism and health inequities in the USA: evidence and interventions](#)

## ADEI Definitions

**Anti-racism** is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.

**Diversity** is the presence of differences that may include, but not limited to, age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion/spirituality, sex, sexual orientation, and tribal sovereign status.

**Equity** is the fair treatment, access, opportunity, and advancement recognizing that all people do not all start from the same place. Equity is achieved by promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Actively addressing equity issues requires an understanding of the root causes of outcome disparities within our society and making adjustments to imbalances.

**Inclusion** is the act of creating environments in which individuals and groups are engaged, respected, valued, and supported through the elimination of practices and behaviors that result in marginalization. Inclusion is achieved when all individuals are welcomed to fully participate.

### **Sources:**

National Association of Colleges and Employers. (2022). *Equity*. NACE Center for Career Development and Talent Acquisition. <https://www.nacweb.org/about-us/equity-definition/>

Annie E. Casey Foundation. (2020, August 24). *Equity vs. equality and other racial justice definitions*. <https://www.aecf.org/blog/racial-justice-definitions>

Office of the Senior Vice President for Equity. (2021). *University wide diversity strategic planning toolkit: Charting our inclusive path forward*. Rutgers University. [https://diversity.rutgers.edu/sites/default/files/2021-01/Rutgers\\_Strategic%20Plan\\_012821\\_FINAL.pdf](https://diversity.rutgers.edu/sites/default/files/2021-01/Rutgers_Strategic%20Plan_012821_FINAL.pdf)

Code for America Labs, Inc. (2020). *A diverse workforce and inclusive culture are central to our work at Code for America*. <https://www.codeforamerica.org/about-us/diversity-equity-inclusion/>

## ACEND DEI Resources

[Academy of Nutrition and Dietetics ACEND DEI Resources](#)

[November 16<sup>th</sup> ACEND Virtual Town Hall](#)

## **Workshop Planning Committee Members**

- Tanya Smith Brice, PhD, MSW (Chair), Vice President of Education Council on Social Work Education
- Richard (Rick) Baker, MD, (Vice Chair), Vice Dean for Medical Education, Professor of Ophthalmology, Wayne State University School of Medicine
- Vineet Arora, MD, MAP, Associate Chief Medical Officer - Clinical Learning Environment, University of Chicago
- Sherilynn J. Black, PhD Assistant Professor of the Practice, Medical Education and Associate Vice Provost for Faculty Advancement, Duke University
- Hadiya Green Guerrero, PT, DPT, American Physical Therapy Association
- Marcus Darnell Henderson, MSN, RN, Lecturer, Family and Community Health, University of Pennsylvania School of Nursing, PhD Student, Johns Hopkins University School of Nursing
- Lynne Holden, MD, Professor, Emergency Medicine, Albert Einstein College of Medicine Vice-Chair, Diversity and Inclusion, Department of Emergency Medicine, Albert Einstein College of Medicine
- Nadeem Karimbux, DMD, MMSC Dean, Tufts University School of Dental Medicine
- Lemmietta G. McNeilly, Ph.D., CCC-SLP, CAE, FASHA, FNAP Chief Staff Officer, Speech-Language Pathology American Speech-Language-Hearing Association
- Ryan J. Petteway, DrPH, MPH, Assistant Professor, Community Health/Health Promotion, OHSU-PSU School of Public Health