SESSION 1: TACKLING RACISM

ORTHOPAEDIC SURGERY DIVISION CHIEF SCHOOL:
Building Community Through the Influence of Division Chiefs’ Leadership

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Division Chief School: Format

- Developed by **Dr. Alison Toth**
  - Orthopaedic Vice Chair of Faculty
- Focus on key areas of department-centric leadership development for *divisional leaders*
- Division Leaders = Key Decision Makers
  - Recruitment / Retention
  - Education
  - Clinical Practice Decisions
  - Academic Promotion
  - Funds Management
Division Chief School: Format

- Eight sessions over eight months
- Led by experts as well as an external Executive Coach
- Interactive and Longitudinal
- Metrics
- **Dynamic**
Part 1: Pre-Work

Part 2: Session

Part 3: Post-Session Reflection

Part 4: Survey (Session Feedback)

Pre-Discussion Activity

1. Provide a definition of *racism* in your own words. What is the origin of American racism?

2. What is *implicit bias*? Describe an Example

3. What is an example of “race neutrality” or “color-blindness” masking racist behavior? How do you think this contrasts with “anti-racist” behavior?
Division Chief School: Session 1 – Tackling Racism

Understanding Systemic Racism in America

Discussion of Black Lives Matter, police brutality, Jim Crow laws, economic disparities, education disparities

Part 1: Pre-Work

Part 2: Session

Part 3: Post-Session Reflection

Part 4: Survey (Session Feedback)

Session Facilitators

Dr. Harry Stafford, MD, MBA

Dr. Kwadwo Owusu-Akywa, MD

Dr. Alison Toth, MD

Repeat
Division Chief School: Session 1 – Tackling Racism

Part 1: Pre-Work

Part 2: Session

Part 3: Post-Session Reflection

Part 4: Survey (Session Feedback)

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Repeat

Understanding Systemic Racism in America

Discussion of Black Lives Matter, police brutality, Jim Crow laws, economic disparities, education disparities

Post-Session Reflection

What can we do?
Understanding Systemic Racism in America

Discussion of Black Lives Matter, police brutality, Jim Crow laws, economic disparities, education disparities

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Post-Session Reflection

How the attainment of Diversity/Equity/Inclusion goals will be assessed

1) Improving Environment
   - Show improvement in specific Culture Pulse survey questions
     Examples of survey questions: “I feel that I belong in my Division,” “My input is valued the same as others,” “I am judged for my work, contributions the same as others,” “My Division Chief creates an environment in which I can discuss my concerns,” “I have the same opportunities to advance my career as other faculty (or staff)”
   - Decrease number of HR, OIE complaints related to harassment, hostile workplace
   - Survey trainees and students with similar questions

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* Repeat

Post-Session Reflection

1. Improving Environment

2. Recruitment / Retention / Salary Equity

3. Increased Opportunity / Visibility of Minority Faculty
Division Chief School: Post-Session Survey

Did you find the session beneficial?
11 responses

100%

Would you recommend this session for the remainder of our orthopaedic faculty?
11 responses

90.9%

9.1%
Division Chief School: Post-Session Survey

Was this interactive meeting format preferable to our usual yearly implicit bias training?
11 responses

Are you interested in learning more about racism after this session?
10 responses

100% Yes
100% No
Why Is This Initiative Important?

- SUSTAINABLE
- Integrative
- Replicable
- Confers Explicit Accountability

Thank You!
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