PROGRAM

SESSION ONE  9:30 AM - 10:45 AM

Finding Comfort in Discomfort: Embracing Vulnerability in Difficult Conversations about Privilege and Disparity

Kleshie Baisie, MD, MPH; Alexandra Csortan, MD; Stephanie Hsiao MD; Yvonne Lee, MD; Christopher Low, MD; Mariam Sarwary, MD; Armando Huaringa, MD; Helen Pu, MD; Allyson Campbell Spence MD, PhD; Al’ai Alvarez, MD

1. Recognize the unique privileges and disparities that are faced by individuals with different identities and varied backgrounds
2. Adapt a framework to hold difficult conversations in a vulnerable yet sensitive and open manner.
3. Identify opportunities to play a proactive role in recognizing and discussing privileges and disparities

We often face the challenge of wondering whether we are crossing the line. How far is too far? How do we embrace vulnerability while having difficult conversations about privilege and disparity? Our workshop aims to use the diversity amongst us, the facilitators and participants, to help identify, overcome, and embrace our biases to become more empathetic clinicians and better colleagues.

------------------------------------------------------------------------------------------------------------

Lost in Translation: A Practical Guide to Overcome Barriers to Advance Language Equity for Limited- and non-English Speaking Patients

Marisela Aguilar, MD; Priscilla Mendoza, MD; Hayley Miller, MD; Dorothy Pang, PhD; Ralph Tayyar, MD; Brendan Matthew Wesp, MD; Gina Yu, MD; Katherine Bianco, MD; Elizabeth Blecharczyk MD; Brandii Criss, MD; Sallie G. DeGolia, MD, MPH; Kathleen Kan, MD; Alarice Lowe, MD; Belinda Bandstra, MD, MA; Carmin Powell, MD

1. Recognize language inequities that impact the care and health outcomes of patients
2. Identify barriers and provider biases of limited- and non-English speaking patients and families
3. Apply a holistic approach to identify areas to improve language equity
4. Develop a workflow to optimize language equity in ideal versus non-ideal clinical settings

Have you ever thought about what patients have to go through when English is not their first language? The aim of this workshop is to promote more humility among healthcare providers when caring for limited- and non-English speaking patients and families. We will have our participants reflect on language inequities and deepen their understanding of how preferred language relates to patients’ needs, so that they can approach patient care more holistically. By the end of the session, participants will work to address this gap by developing provider specific workflows in ideal versus non-ideal clinical settings.
SESSION ONE 9:30 AM - 10:45 AM

A Potluck of Powers: Valuing Individual Strengths to Promote Collective Team Growth

Jacob Connell, MD; Rudolph Davis, MD, MPH; Stacy Jones, MD, EdM; Preeti Panda, MD; Kim Piburn, DO; Cristal Suarez, MD; Amy Wang, MD; Anna Maria Bombardieri, MD, PhD; Donald Golden, MD; James Marquez; Becky Blankenburg, MD, MPH

1. To debunk the myth that only certain strengths are associated with leadership roles
2. To identify individual strengths and acknowledge why one's own strengths are important
3. To understand how individual and collective diversity promotes new perspectives and ideas within teams

A diversity of strengths is needed in leadership. In this interactive workshop, participants will identify their own individual strengths and learn how their strengths are important in leadership. Participants will then explore how individual and collective diversity promotes new perspectives and ideas within teams.

Is the Real Doctor Coming? How to Respond to Microaggressions and Patient Bias in Care Team Interactions

Molly A. Bowdring, PhD; Faye Mendoza, MD; Natasha Abadilla, MD; Blair Bigham, MD, DTMH, FRCPC; Sean Dowling, MD; Lizbeeth Lopez, MD; Baraka Floyd, MD MSc; Rebecca Kameny, MD; Gladys Rodriguez, MD; Amelia C. Watkins, MD

1. Understand how microaggressions and patient bias affects patient and care team interactions;
2. Describe ways to respond to microaggressions in the context of patient and care team interactions;
3. Practice responses to microaggressions using a developed toolkit in the context of patient and care team interactions.

The dominant culture has an ingrained image of “what a doctor looks like.” This is both driven by and perpetuates biases which can give rise to microaggressions, or everyday slights, that have negative effects on well being, team cohesion, and patient care. Join us as we examine these tense interactions. Learners will gain a deeper understanding of microaggressions and patient bias and practice how to effectively respond. Together, we will leave equipped with a tangible toolkit to navigate these dynamics.
SESSION ONE  9:30 AM - 10:45 AM

Decoding the Reference Letter: Strategies to Reduce Unintentional Gender Bias in Letters of Recommendation

Jonathan F. Barnett, MD; Sean W. Berquist, MD, MS; Bethel R. Mieso, MD; Tiffany M.N. Otero, MD; S. Emerson Tracy-Abarca, MD; Anaid Atasuntseva, PhD; Sumit Bhargava, MD; Peggy Han, MD; Felipe D. Perez, MD, FAAP

1. Define linguistic bias and gender bias in writing letters of recommendation (LOR)
2. Learn to identify adjectives that are commonly associated with bias in LOR
3. Apply tools learned to mitigate bias when writing LOR
4. Discuss institutional changes that can be implemented to reduce bias in the recommendation process

Letters of recommendation remain a vital component of a trainee’s application throughout their medical training. They serve as a reference point used to personify and quantify an applicant’s clinical acumen and personal strengths when in pursuit of career advancement. In this workshop, our group aims to introduce the unintentional linguistic bias (focusing on gender) that may exist when writing letters of reference, identify biased adjectives and phrases that are commonly used, and provide participants with tools to mitigate bias when writing letters of reference.
**SESSION TWO  11:00 AM - 12:15 PM**

**Dismantling Professionalism: Recognizing Bias in the Prevailing Notions of Professionalism and Finding a More Inclusive Way Forward**

*Cameron Fisk, MD; Diana Pena, MD; Kristen Ng, MD; Lauren Rivkin, MD; Tiffany Chambers, MD; Vanika Chawla, MD, FRCPC; Stephanie Harman, MD; Chiazotam Ekekezie, MD; Joyce Hsu, MD; Travis Reece-Nguyen, MD, MPH, FAAP*

1. Evaluate the positive and negative impacts of professionalism in medicine
2. Recognize bias that contributes to notions of professionalism
3. Develop your own vision of professionalism, and how you can advocate for this in your setting

Our workshop will critically evaluate the current “hidden curriculum” and vague definition of professionalism in medicine. It will explore how the current concept of professionalism is often biased, harmful, and weaponized. Our goal is that participants will feel empowered to challenge biased notions of professionalism and develop a new definition that celebrates diversity and inclusion and without fear of repercussions.

------------------------------------------

**Hearing the Healers: Exploring Gendered Experiences of Burnout through Collective Reflection**

*Cheryl Best, Ph.D; Morgan Conley, MD; Karolina Grekov, MD, MA; Laura Thompson-Martin, MD; Katherine Xiong, MD; Anya M Waterstone, MD; Tom Albert, MA; Anna Arroyo, MD, MPH; Rebecca Aslakson, MD, PhD, FCCM, FAAHPM; Michelle Brooks, C-TAGME*

1. Understand and explore systemic factors contributing to gender-based disparities in provider burnout.
2. Describe how narrative techniques can combat provider burnout by building a more inclusive community.
3. Apply narrative techniques to explore drivers of provider burnout.
4. Recognize strategies and resources to integrate into self-advocacy.

Burnout is a common experience in medicine, but its burden is disproportionately felt by women providers. Our workshop aims to use narrative exploration to identify mutual experiences of distress and - through collective acknowledgement - find support and opportunities for actionable change.
A Galaxy of Genders: Incorporating Humility in Patient Encounters with Gender Diverse Patients

Nicholas Hall, MD; Punita Grover, MBBS; Cheng Cheng Ma, MD; Zeshaan Maan, MD Msc; Lakshmee Malladi, MD; Sheyla Richards, MD; Ian Chua, MD, MHPE; Jacqueline Genovese, MFA, MA; Can Angela Jiang, MD; Cati Brown Johnson, PhD

1. Learn strategies to create a space for conversations around gender diversity
2. Understand current efforts and initiatives to create an inclusive environment for gender diverse patients
3. Reflect on areas for self-improvement in conversations around gender diversity and affirmation

Our workshop aims to explore how to create an inclusive and welcoming environment for gender diverse patients. Through discussion of patient scenarios, we hope to promote understanding of how to improve the healthcare experience of patients across a galaxy of genders. We will also host an interactive session where attendees practice promoting relationships of trust, applying these principles to history-taking and physical for a mock patient encounter. Recognizing that we need to put forth effort to create safe spaces, our overarching goal is to empower individuals to identify ways welcoming spaces can be created or improved upon, and explore plans to implement these changes.

A World Without Disabling Forces: Creating an Inclusive Environment for Medical Trainees

Janet Baek, MD; Erika Chow, MD; Robin Ulep, MD; Maite Van Hentenryck, MD, MS; Aydin Zahedivash, MD, MBA; Sonia Bonifacio, MD; Natalie Htet, MD; Nancy Rivera, MD; Tamara Dunn, MD

1. Define and differentiate between the social and medical models of disabilities
2. Identify the barriers to creating an environment that is inclusive to people with disabilities
3. Recognize the barriers faced by healthcare providers with disabilities
4. Develop an approach to normalize disabilities on a healthcare team and create an inclusive environment

Providers with disabilities bring valuable perspectives to patient care, yet they often face many barriers to practicing medicine. We hope to equip participants with the skills required to identify and address barriers in creating inclusive environments for trainees with disabilities.
Micro Corrections for Micro Aggressions

Sasha Alcon, MD; Aysha Aslam, MD; Catherine Raney, MD; Gisele Toumi, MD; Veronica Zoghbi, MD; Shamita Punjabi, MD; Cayla Whitney, BA; Carrie Johnson, MBA

1. Define microaggressions in the healthcare work environment
2. Recognize the presence of microaggressions in everyday interactions
3. Understand the negative impact microaggressions have on team dynamics and the healthcare culture
4. Develop guidelines for microaggressions management in the healthcare environment

Microaggressions continue to be a major source of harm for medical professionals and trainees, especially those who belong to underrepresented and/or historically oppressed groups. The hierarchical nature of medicine presents a barrier to intervening. We will explore common microaggressions in the healthcare environment that involve power dynamics and examine strategies that can be implemented in these different contexts. Through interactive role-playing, participants will have the opportunity to practice these new strategies and identify which intervention strategies work best.