# Creating Leadership and Education to Address Racism

## An Enrichment Series

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## Objective

A 6-week program designed to engage students in focused dialogues around racism in medicine.

Students interested were connected to mentors, organizations, and leaders in the field.

Concluding the program, students would be equipped with:
1. Tools to create a more equitable healthcare field
2. Had the opportunity to pilot topics that could be integrated into a formal medical education in the future

## Methodology

An application was created and students were selected. A total of six, 2-3-hour, evening sessions were held. **Topics included:** anti-racism 101, history of racism in medicine, racism and genetics, critical race theory and medicine, and racism on the wards.

Each session was led by a group of students along with invited faculty, visiting professors, and community experts on the respective topics. Discussions occurred through lectures, workshops, panel discussions, and clinical case reviews. Participants completed surveys before and after each class in addition to a pre and post survey to obtain feedback and assess whether the learning objectives were completed.

## Results

**Quantitatively:** Most students reported that they felt more confident in their knowledge of topics regarding racism in medicine and their ability to identify subtleties of racism in the clinical atmosphere.

**Qualitatively:** Students felt more prepared addressing issues of racism on the wards but would benefit from additional practical training.

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