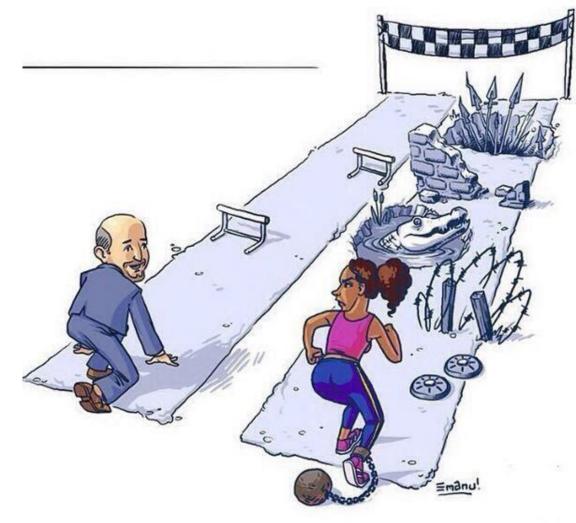
Challenges Faced by Medical Students, Residents, Faculty Historically Excluded from Opportunities in Higher Education



"...the legacy of exclusion in higher education is becoming ever more difficult to ignore given the country's growing diversity and heartbreaking scenes that have played out across higher education the past year."



Kathryn Peltier Campbell, Senior Academic Editor, AACU *Liberal Education*

Challenges Faced by HURGMBS* in Higher Education

Odom KL et al, Acad Med 2007; Dyrbye LN et al, Mayo Clin Proceedings, 2006; COGME, 2005

- Lack of exposure to minority faculty or health care providers
- Lack of minority faculty or health care provider role models & mentors
- Difficulties in acculturation to culture of medicine
- Undesirable geographic distance of school from student's home and community
- Mistreatment
- Microaggressions

- Isolation/marginalization
- Racial biases, prejudice, discrimination
- Stereotype threat
- Imposter syndrome
- Poor performance on standardized examinations (e.g. USMLE Boards)
- High indebtedness
- Unequal balance in the types of financial aid availability (scholarships-to-loans ratio)

*Historically underrepresented groups in medicine & biomedical sciences

Practice "Conscious Inclusion"

- **Differences** are valued and leveraged
- Authenticity and intersectionality are valued & embraced
- Safe environment to share their voices openly (*brave* spaces)
- Everyone feels validated, valued and respected
- Sense of **belongingness** → part of the *fundamental fabric* of the organization
- Intentionality to identify exclusionary practices & deconstruct structures, policies, processes, prevailing traditions, & norms
- Investment in success (career development, recognition awards)
- *Everyone* is held **accountable** for diversity and inclusion efforts

AAMC Diversity Policy & Programs, Foundational Principles of Inclusion Excellence, 2017

Achieving Inclusion Excellence in Academic Medicine Foundational Principles of Inclusion Excellence Toolkit

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