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**

<table>
<thead>
<tr>
<th>Challenges</th>
<th>Isolation/marginalization</th>
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<tbody>
<tr>
<td>Lack of exposure to minority faculty or health care providers</td>
<td>• Racial biases, prejudice, discrimination</td>
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<td>Lack of minority faculty or health care provider role models &amp; mentors</td>
<td>• Stereotype threat</td>
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<td>Difficulties in acculturation to culture of medicine</td>
<td>• Imposter syndrome</td>
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<td>Undesirable geographic distance of school from student’s home and community</td>
<td>• Poor performance on standardized examinations (e.g. USMLE Boards)</td>
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<td><strong>Mistreatment</strong></td>
<td>• High indebtedness</td>
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<td><strong>Microaggressions</strong></td>
<td>• Unequal balance in the types of financial aid availability (scholarships-to-loans ratio)</td>
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*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

In an organization that has achieved inclusion excellence:

1. There is demonstrated commitment to diversity.
   - Diversity is clearly visible and present throughout the organization and valued by all departmental units and at all levels of responsibility.
   - The workforce reflects the demographics of the community (e.g., the organization is diverse).
   - There is an understanding that diversity is about human differences which are welcomed and respected.
   - The benefits of structural and cognitive diversity are recognized, valued and embraced.

2. Intersectuality and authenticity are recognized, valued and embraced.
   - All employees and leaders are viewed honestly—that is, there is an appreciation that employees and leaders have multiple identities that extend beyond the organization. The intersection of these identities is encouraged, celebrated, and valued.
   - Authenticity is valued. Employees and leaders feel safe and are free to express their ideas and behavior authentically in the learning and workplace environment.

3. Employees and leaders are part of the fundamental fabric of the organizational commitment:
   - A culture of unity and respect for all employees and leaders is promoted and sustained and respected regardless of position status within the organization.
   - All employees and leaders feel a true sense of belonging through a culture of interconnectedness. There is a high level of engagement.
   - There is an organizational commitment to ensure no tolerance policy against all forms of discrimination within the system.
   - Mission, values, operations, and services reflect the contributions and interests of the various cultural and social identity groups.

4. Talent optimization is practiced, and differences are recognized, leveraged and rewarded.
   - Talent optimization is recognized, valued and embraced—that is, the organization values non-traditional skills, aptitudes, educational experience, bases of knowledge, personal point of view and life experiences of each employee and leader.
   - The building capacity, infrastructure and governance to optimize, utilize and leverage the diverse talents and skills has been instituted.
   - Processes to recognize, acknowledge and reward the diverse contributions and achievements of employees and leaders at all levels have been established.

5. There is equitable access to opportunity.
   - Policies and practices are in place concerning equality and employee rights, welfare, work conditions, and fair recruitment, hiring and retention practices.

Instructions: Please transfer your answers from the survey to the grid below. For each of the foundational principles, place a check in the appropriate box to the right that corresponds to how you responded. Then add the total score to calculate the total score for your organization.

No demonstrated commitment or evidence

On the threshold (awareness)

Beginning commitment

Demonstrated commitment & excellence

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<thead>
<tr>
<th>Commitment to Diversity</th>
<th>Intersectuality and Authenticity</th>
<th>Employees and Leaders</th>
<th>Talent Optimization</th>
<th>Equitable Access to Opportunity</th>
<th>TOTAL SCORE</th>
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Developed by David Andrea, AAMC Diversity Policy and Programs, 9/27/2017.