

# HEALTH EQUITY & ANTIRACISM LONGITUDINAL CURRICULUM

## Goals

- Residents will develop a framework for understanding the multiple structural and societal factors including social determinants of health that lead to health inequities
- Residents will develop the necessary clinical and population health skills to work towards the elimination of health disparities

## Objectives

Residents will

- Describe frameworks for understanding structural factors associated with health inequities and list possible strategies to begin to address them
- Recognize personal biases (implicit, microaggressions, etc.) and develop advanced communication skills to address them
- Develop an understanding of critical race theory, structural competence and strategies to address racism at the institutional and societal level
- Demonstrate advanced procedural, clinical and behavioral health skills to meet the health care needs of vulnerable populations
- Develop research, scholarship, and population health skills
- Engage in community outreach and education

## Learning Activities

Care of vulnerable populations

- Orientation to local community and resources (Block rotations: Orientation Block (All), Community Medicine (Pawtucket R1, Warwick R2), PCMH/Practice Management, and outpatient pediatrics)
  - o Site visits include: Substance abuse treatment center and experiences with various community partners
  - o Community characterization and health analysis GIS exercise (Orientation Block)
- Health Equity Seminars
  - o Topics: health disparities, adversity and resilience, parenting across cultures, health as related to zip code, medico-legal partnerships, racism in medicine
  - o Includes annual R1 orientation to RI community, immigrant/refugee cultures
- Gender and Reproductive Health (longitudinal curriculum)
  - o GYN and Urology Block rotations (YR2, YR3)
  - o Gender-affirming care in continuity clinic (All), and FCC Gender Clinic twice a month (Pawtucket)
  - o Family Planning in continuity clinic (All), and FCC Family Planning clinic twice a month (Pawtucket)
- Behavioral Health (longitudinal curriculum)
  - o Longitudinal BH content and BH3 Block rotation
  - o FCC BH Psych clinics with Dr. Ong and Dr. Pineda (Pawtucket)
  - o FCC BH child/adolescent clinic with Dr. Donaldson (Pawtucket)
  - o FCC Suboxone treatment clinic (Pawtucket)
  - o Didactics/Seminars: introductory (YR1) and advanced topics (YR2 & YR3)
- Advanced communications

- o Topics: chronic pain, sexual health, end-of-life decisions, adolescent health, LGBTQ health and gender-affirming care, recognizing implicit bias, microaggressions
- o Affinity Group Caucusing sessions to discuss power, privilege, and work towards antiracism within residency, department and institution
- PCMH practice transformation (Block Rotations: Practice Management (Warwick) and PCMH (Pawtucket))
  - o Group visits, transitions of care, multidisciplinary teams, etc.
  - o Practice, panel, and population management
  - o Monthly team meetings and quarterly practice meetings
  - o Quality improvement projects
- Community engagement & education
  - o Work with various community organizations to understand their missions and services available to patients in the community
  - o Clinica Esperanza