

2020-06-18: Diversity & Inclusion in Medical Education

Hosted by Journal of Graduate Medical Education

The following links were shared during the chat:

- White Coats for Black Lives: The Time Has Come for Action <https://www.acpjournals.org/doi/10.7326/M20-4280>
- Diversity in Medicine: Facts and Figures 2019 <https://www.aamc.org/data-reports/workforce/report/diversity-medicine-facts-and-figures-2019>
- Increasing Graduate Medical Education Diversity and Inclusion <https://www.jgme.org/doi/10.4300/JGME-D-19-00760.1>
- When I Say... Intersectionality in Medical Education Research <https://pubmed.ncbi.nlm.nih.gov/25545569/>
- Why So Few “Diversity Candidates” Are Hired <https://hbr.org/video/4984622531001/why-so-few-diversity-candidates-are-hired>
- The Consequences of Structural Racism on MCAT Scores and Medical School Admissions: The Past Is Prologue <https://pubmed.ncbi.nlm.nih.gov/31425184/>
- Diversity and Inclusion Strategic Planning Toolkit <https://www.aamc.org/services/member-capacity-building/diversity-and-inclusion-strategic-planning-toolkit>
- Conceptualizing Allyship as an Actionable Construct in Higher Education https://vc.bridgew.edu/honors_proj/271/
- Concepts in Racial Equity <https://www.mankatoywca.org/concepts-racial-equity>
- Indigenous Ally Toolkit https://crhesi.uwo.ca/wp-content/uploads/sites/6/2019/04/Ally_email.pdf
- White Fragility <http://libjournal.uncg.edu/ijcp/article/view/249/116>
- Why Black Doctors Like Me Are Leaving Faculty Positions in Academic Medical Centers <https://www.statnews.com/2020/01/16/black-doctors-leaving-faculty-positions-academic-medical-centers/>
- Envisioning Graduate Medical Education in 2030 <https://www.jgme.org/doi/10.4300/JGME-D-20-00292.1>



Kristina Dzara, PhD, MMSc [@KristinaDzara](#) 9 hours ago

RT [@MedEdChat](#): The [#MedEdChat](#) begins in 30 minutes!



MedEd Chat [@MedEdChat](#) 9 hours ago

Welcome to the [#mededchat](#) (US). Big thanks to [@JournalofGME](#) for hosting tonight! I am your moderator for the next hour [@alliance4clined](#) [#meded](#)



MedEd Chat [@MedEdChat](#) 9 hours ago

The [#mededchat](#) topic & questions will be announced in a moment..for now, please introduce yourselves [#meded](#)



MedEd Chat [@MedEdChat](#) 9 hours ago

If you are tuning in to the [#mededchat](#), remember to use the [#mededchat](#) hashtag and try to answer with the Topic numbers (T1, T2, T3)



Dr Javeed Sukhera [@javeedsukhera](#) 9 hours ago

@MedEdChat Hi everyone in [#mededchat](#) signing on from London Ontario Canada. I am a MD child psychiatrist with a PhD in [#MedEd](#) My thesis was on [#biasinmedicine](#)



Deb Simpson [@debsimpson3](#) 9 hours ago

@MedEdChat In last 2 weeks have been learning so much about [#structuralracism](#) that looking forward to participating in [#MedEdChat](#) with [#communityofpractice](#) [#MedEducators](#). From [#MKE](#)



MedEd Chat [@MedEdChat](#) 9 hours ago

We will assume that all of your tweets during [#mededchat](#) are your own during this hour unless otherwise stated [#meded](#)



Gary Beck Dallaghan [@GLBDallaghan](#) 9 hours ago

Gary here in NC [#MedEdChat](#)



MedEd Chat [@MedEdChat](#) 9 hours ago

T1 about to come up in a few moments [#meded](#) [#mededchat](#)



Sherine Salib [@DrSherineSalib](#) 9 hours ago

@MedEdChat @JournalofGME @Alliance4ClinEd Hi all! Sherine from Austin, TX, an internist & educator. Looking forward to tonight's [#MedEdChat](#)



MedEd Chat [@MedEdChat](#) 9 hours ago

Topic 1: Increasing [#Diversity](#) & [#Inclusion](#) in medicine requires innovation to increase medical school & [#GME](#) applicant pools. It also requires a respectful environment w/ actions that match values. What are successful models/approaches for achieving these goals? [#MedEdChat](#)



TLMedEd [@TLMedEd](#) 9 hours ago

Greetings [#mededchat](#). Teaching and Learning in Medicine signing in. We're committing to [#antiracism](#) and looking forward to learning more.



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC](#) 9 hours ago

@MedEdChat Ming-Ka signing in from Winnipeg, Canada. Pediatric Clinician Educator @ [@UM_RadyFHS](#) focusing on healthcare leadership education in learners. Chinese settler, she/her/hers. Looking forward to this [#MedEdChat](#) on [#diversity](#) & [#inclusion](#) in [#MedEd](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC](#) 9 hours ago

RT [@debsimpson3](#): Excellent and succinct summary of [#structuralracism](#) and how it impacts health and [#meded](#). Great prep to read / watch for #...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan RCPSC 9 hours ago

RT @JournalofGME: @Ahmad99967680 This article provides the basics for participating in a Twitter chat: <https://t.co/BK4VKdemom> We will use...



Dr Javeed Sukhera @javeedsukhera 9 hours ago

A1: There are some models that are getting close but we haven't yet moved the needle enough. Most of #meded has focused on diversity and inclusion but has yet to address belonging. Policy change is what will make a difference. #mededchat /1



Deb Simpson @debsimpson 9 hours ago

T1 -1/2 Time to act! #GME's "abdication of responsibility to work to develop younger learners for careers in #medicine... can now be a focus of change for GME" per @sickledoc @ACGME Chief D&I Officer #MedEdChat <https://t.co/mpaTEog77M>



Deb Simpson @debsimpson 9 hours ago

T1 -2/2 #GME can increase applicant pipeline per @sickledoc? Identify + partner with K-12, #juniorcollege #MPH schools to help establish early learner programs. Be innovative! We have committed people (role models, teachers). They are in our neighborhoods. #MedEdChat @AuroraGME



Dr Javeed Sukhera @javeedsukhera 9 hours ago

A1: For example, we must take a critical look at discrimination/harassment policies and redesign them through participatory approaches with BIPOC faculty and learners. Power and hierarchy feed the problem. More egalitarian governance structures are needed. #mededchat /2



Deb Simpson @debsimpson 9 hours ago

@javeedsukhera Agree - policy change is part... enactment is another. Are there more areas we should focus on in #MedEdChat?



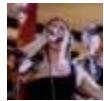
Gary Beck Dallaghan @GLBDallaghan 9 hours ago

T1 It's kind of discouraging when you look at the facts and figures from @AAMCtoday <https://t.co/tHT9KwteCt> #MedEdChat



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan RCPSC 9 hours ago

@MedEdChat T1 #ImplicitBias training is a good start for all involved in recruitment process - of learners, faculty & admin staff. Becomes part of culture and norms. #MedEdChat



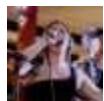
Meghan Chevalier @MeghanChevalier 9 hours ago

RT @javeedsukhera: A1: There are some models that are getting close but we haven't yet moved the needle enough. Most of #meded has focused...



MedEd Chat @MedEdChat 9 hours ago

RT @javeedsukhera: A1: For example, we must take a critical look at discrimination/harassment policies and redesign them through participat...



Meghan Chevalier @MeghanChevalier 9 hours ago

RT @javeedsukhera: A1: For example, we must take a critical look at discrimination/harassment policies and redesign them through participat...



Dr Javeed Sukhera @javeedsukhera 9 hours ago

A1: In our existing system, anyone speaking up about racial or gender violence is punished or branded a troublemaker. We need more robust whistleblower protections in #meded #mededchat /3



Dr Javeed Sukhera @javeedsukhera 9 hours ago

A1: Also, an intersectional approach to equity/diversity/inclusion/belonging in #MedEd is essential. #mededchat <https://t.co/s9IIGDgQnt>



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan_RCPSC 9 hours ago

RT @debsimpson3: T1 -1/2 Time to act! #GME's "abdication of responsibility to work to develop younger learners for careers in #medicine... c...



TLMedEd @TLMedEd 9 hours ago

@debsimpson3 @javeedsukhera #mededchat - Institutions should be publicly accountable for their #DiversityandInclusion commitments. Sharing data on applicant and acceptance demographics is one place to start.



Dr Javeed Sukhera @javeedsukhera 9 hours ago

A1: Lastly, we should move beyond surveys and self-report and do better at collecting data and incorporate diverse ways of seeing and knowing this issue. Both quantitative and qualitative research methods should be valued. #mededchat



Anthony R Artino Jr @mededdoc 9 hours ago

Tony checking in a few minutes late! #MedEdChat

Deb Simpson [@debsimpson](#) 9 hours ago



@javeedsukhera Structure and power - help me as seems like "chicken and egg" approach has worked. Diverse representation in [#medicalschool](#) leadership positions hasn't changed much in >20 years. How do really impact [#admissions](#), faculty recruitment/retention, welcoming environment? [#MedEdChat](#)

Deb Simpson [@debsimpson](#) 9 hours ago



T1 This is so amazing. Thanks [@2LindaMLove](#) for sharing evidence we can act on! Think applicants [#medicalschool](#) [#faculty](#). One women or one African American in final pool of candidates just doesn't do it. Add another. Wow. [#mededchat](#) <https://t.co/XKPXwTn9Qg>

Gary Beck Dallaghan [@GLBDallaghan](#) 9 hours ago



@MKChan [RCPSC](#) [@MedEdChat](#) T1 This is a start....but one off sessions are not enough, and particularly when some who need the training most don't attend [#MedEdChat](#)

Dr Javeed Sukhera [@javeedsukhera](#) 9 hours ago



[@GLBDallaghan](#) [@MKChan](#) [RCPSC](#) [@MedEdChat](#) T1 completely agree. Training is important but just one aspect of how to bring change. Need to go beyond a 'quick fix' or 'one and done' mentality in [#meded](#) [#MedEdChat](#)

MedEd Chat [@MedEdChat](#) 9 hours ago



RT [@debsimpson3](#): T1 This is so amazing. Thanks [@2LindaMLove](#) for sharing evidence we can act on! Think applicants [#medicalschool](#) [#faculty](#)....

Peds Endo Chick [@PedsEndoChick](#) 9 hours ago



[@GLBDallaghan](#) [@AAMCtoday](#) One interesting note is that a higher percentage of BIPOC physicians practice primary care. Is this due to interest or competition, or both? [#MedEdChat](#)

Susan Sawning-she/her/hers [@SSawning](#) 9 hours ago



Susan here in Louisville, KY checking in late and mainly have to lurk and learn tonight [#MedEdChat](#)

Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) [RCPSC](#) 9 hours ago



[@debsimpson3](#) [@sickledoc](#) [@AuroraGME](#) A1 [#MedEdChat](#) Pipeline work starting in early childhood is another good facet to increasing diversity. Wonder about better educating parents to change their mindset to one of growth and unlimited potential for their child(ren).



Gary Beck Dallaghan [@GLBDallaghan](#) 9 hours ago

[@SSawning](#) Hardly need to lurk. I think there is a lot you could teach us given how much you've contributed in meaningful ways! [#MedEdChat](#)



Deb Simpson [@debsimpson3](#) 9 hours ago

[@TLMedEd](#) [@javeedsukhera](#) Excellent idea - as saw recent [#HarvardBusinessReview](#) work that a "single" diverse applicant in final pool has minimal chance of success. [#MedEdChat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 9 hours ago

RT [@javeedsukhera](#): A1: Also, an intersectional approach to equity/diversity/inclusion/belonging in [#MedEd](#) is essential. [#mededchat](#) <https://...>



MedEdBot [@MedEdBot](#) 9 hours ago

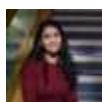
RT [@javeedsukhera](#): A1: There are some models that are getting close but we haven't yet moved the needle enough. Most of [#meded](#) has focused...



Deb Simpson [@debsimpson3](#) 9 hours ago

T1 - Structural Racism has contributed to disparity in MCAT Scores

per [@CatherineRLucey](#) [@aasagui](#). Recs? Use "scores" as baseline, review in context (holistic reviews), accept into supportive "learning environ" [@MSMEDU](#) [@UCSFMedicine](#) [#mededchat](#) doi: 10.1097/ACM.0000000000002939



Shaily [@justshaily](#) 9 hours ago

Progressing the focus from diversity and inclusion to belonging... this is something I've been thinking about a lot in the past few weeks, both as a student leader and someone who does research. Great insight, as always, from Dr. Sukhera on the topic!



Gary Beck Dallaghan [@GLBDallaghan](#) 9 hours ago

[@PedsEndoChick](#) [@AAMCtoday](#) I noticed that. It makes me wonder if that is a by product of the inherent bias found in standardized exams [#MedEdChat](#) Very thankful [#USMLEStep1](#) is now P/F



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 9 hours ago

[@TLMedEd](#) [@debsimpson3](#) [@javeedsukhera](#) A1 Would be interesting to use big data and have peer data to compare to as well - regionally, nationally and internationally. At both university and hospital/health centre levels [#MedEdChat](#)



Alliance4ClinEd @Alliance4ClinEd9 hours ago
@debsimpson3 @CatherineRLucey @aasogui @MSMEDU @UCSFMedicine Here's a direct link to that article <https://t.co/fXNeEyqSsj> #MedEdChat



TLMedEd @TLMedEd9 hours ago
@debsimpson3 @javeedsukhera A1. Public reporting of pay equity would provide other data that could advance the conversation about #DiversityandInclusion in #Meded. #mededchat



MedEd Chat @MedEdChat9 hours ago
RT @Alliance4ClinEd: @debsimpson3 @CatherineRLucey @aasogui @MSMEDU @UCSFMedicine Here's a direct link to that article <https://t.co/fXNeEyq...>



Sherine Salib @DrSherineSalib9 hours ago
@MedEdChat T1. To enhance #diversity & #inclusion, we need to: 1. Be intentional 2. Ensure our application process invites diversity 3. Create an environment that welcomes diversity (e.g. mentors, etc.) 4. Think creatively about how differences can strengthen our work #MedEdChat



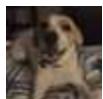
Dr Javeed Sukhera @javeedsukhera9 hours ago
T1: Something that can help address belonging is our accreditation bodies. We have to move beyond the buzzwords and build better dashboards to monitor and track metrics related to culture and climate for BIPOC learners/faculty #MedEdChat



MedEd Chat @MedEdChat9 hours ago
RT @DrSherineSalib: @MedEdChat T1. To enhance #diversity & #inclusion, we need to: 1. Be intentional 2. Ensure our application process...



Deb Simpson @debsimpson39 hours ago
@GLBDallaghan @PedsEndoChick @AAMCtoday Think that @CatherineRLucey @aasogui article indicated that "standardized exams" are just symptom of problem - not the "diagnosis". It's more embedded. And we don't even see it!! #MedEdChat DOI: 10.1097/ACM.0000000000002939.



Peds Endo Chick @PedsEndoChick9 hours ago
@javeedsukhera What sort of data would be useful to collect? #MedEdChat



TLMedEd @TLMedEd8 hours ago
@javeedsukhera T1. Agreed! Without data, our ideas about change are uninformed and our actions lack accountability. #mededchat

Susan Sawning-she/her/hers [@SSawning8 hours ago](#)



RT [@javeedsukhera](#) This is such an excellent thread. Love the call for moving to belongingness and a more participatory approach. Also love the call for a more diversity in research methodology. [#mededchat](#)

Anthony R Artino Jr [@mededdoc8 hours ago](#)



RT [@SSawning](#): [@javeedsukhera](#) This is such an excellent thread. Love the call for moving to belongingness and a more participatory approach....

Gail Sullivan [@DrMedEd_itor8 hours ago](#)



[@MedEdChat](#) T1 Often it seems like the 'chicken vs the egg' in terms of what comes 1st. Students & residents say that faculty with similar ethnic, cultural, experiences ("like me") are key, but you need first students & trainees to grow the faculty! [#mededchat](#) [#diversityandinclusion](#) [#jgme](#)

Deb Simpson [@debsimpson38 hours ago](#)



RT [@DrSherineSalib](#) [@MedEdChat](#) Excellent step wise approach. Seems like some schools are doing this!! Can we follow? And how do we get out of "not my problem" in [#GME](#)? [#MedEdChat](#) per [@sickledoc](#) [#MedEdChat](#) <https://t.co/mpaTEog77M>

Anthony R Artino Jr [@mededdoc8 hours ago](#)



RT [@DrSherineSalib](#): [@MedEdChat](#) T1. To enhance [#diversity](#) & [#inclusion](#), we need to: 1. Be intentional 2. Ensure our application process...

Dr Javeed Sukhera [@javeedsukhera8 hours ago](#)



[@PedsEndoChick](#) T1: There is no good one size fits all and much more research is needed. Meaningful outcomes can be developed through meaningful engagement with BIPOC faculty/learners. Dashboards should be co-designed through authentic participation/ <https://t.co/Ujwwb3IV2P> [#MedEdChat](#)

MedEd Chat [@MedEdChat8 hours ago](#)



Topic 2: A diverse [#meded](#) faculty whose workplace lives the values of [#Diversity](#) & [#Inclusion](#) is essential to our physician workforce reflecting demographics of our society. What interventions / strategies / innovations will improve recruit/retain faculty diversity? [#MedEdChat](#)

Anthony R Artino Jr [@mededdoc8 hours ago](#)



RT [@TLMedEd](#): [@debsimpson3](#) [@javeedsukhera](#) A1. Public reporting of pay equity would provide other data that could advance the conversation ab...



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@javeedsukhera](#): [@PedsEndoChick](#) T1: There is no good one size fits all and much more research is needed. Meaningful outcomes can be devel...



Gail Sullivan [@DrMedEd_itor](#) 8 hours ago

T2 Successful faculty models include high quality, hands-on, dedicated mentoring – always in short supply! We must front-load mentoring at start of acad. career. Start with the chief resident & keep on w/ 1st acad. position. Continual mentoring [#facultydiversity](#) [#mededchat](#) [#jgme](#)



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

T2: While we work on improving recruitment, we have not done enough in some areas – particularly BIPOC recruitment to leadership. The pipeline is leaky because it was built that way. Retention is where we lose focus. /1 [#MedEdChat](#)



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@DrMedEd_itor](#): T2 Successful faculty models include high quality, hands-on, dedicated mentoring – always in short supply! We must front....



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC](#) 8 hours ago

[@javeedsukhera](#) [@GLBDallaghan](#) [@MedEdChat](#) T1 [#MedEdChat](#) Agree that education needs to be multi-modal & life-long. Should be applied across multiple contexts: recruitment, retention, leadership, promotions, mentorship, etc. [#EDI](#) lens should be applied to all policy & decision making. And [#EDI](#) on every meeting agenda



TLMedEd [@TLMedEd](#) 8 hours ago

[@MedEdChat](#) T2. Medical schools must invest in the pipeline down to the K-12 level. It's not an excuse that "not enough people apply." [#mededchat](#)



Gary Beck Dallaghan [@GLBDallaghan](#) 8 hours ago

[@javeedsukhera](#) [@PedsEndoChick](#) T1 Do you know anyone who is testing the D&I Toolkit from the AAMC? That framework strikes me as a good starting point for some research [#MedEdChat](#)



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

T2: Another issue that relates to retention is mentorship. We need to redefine our approach to mentorship to include allyship. Mentorship skills require cultivation and development. Faculty development on allyship is sorely lacking in [#meded](#) / 2 [#mededchat](#)



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@TLMedEd](#): [@MedEdChat](#) T2. Medical schools must invest in the pipeline down to the K-12 level. It's not an excuse that "not enough people..."



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@GLBDallaghan](#): [@javeedsukhera](#) [@PedsEndoChick](#) T1 Do you know anyone who is testing the D&I Toolkit from the AAMC? That framework strikes...



MedEd Chat [@MedEdChat](#) 8 hours ago

RT [@javeedsukhera](#): T2: Another issue that relates to retention is mentorship. We need to redefine our approach to mentorship to include all...



Deb Simpson [@debsimpson](#) 8 hours ago

T2 Must continue to learn, understand, teach, act to address [#RacialEquity](#). Learning from [@YWCA](#) resource pg w clear, brief explanations! Ex: forms of racism (indiv, institution, structural, systemic), intersectionality-oppression, privilege. [#MedEdChat](#) <https://t.co/rN9VhTjbqh> <https://t.co/Gf2uJRKdm1>



Susan Sawning-she/her/hers [@SSawning](#) 8 hours ago

[@MedEdChat](#) A2: I would echo [@javeedsukhera](#)'s idea around belongingness for faculty too. Without a culture that promotes this, faculty move on. We also need to consider bringing on multiple faculty at same time rather than one off hiring. [#mededchat](#)



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

T2: This is partly because we have a fear of having 'sensitive' conversations. Leaning in and truly listening requires humility and deference. Authentic allyship is different from the performative allyship that surrounds us in [#meded](#) /3 [#mededchat](#)



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@debsimpson3](#): T2 Must continue to learn, understand, teach, act to address [#RacialEquity](#). Learning from [@YWCA](#) resource pg w clear, bri...



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC](#) 8 hours ago

[@debsimpson3](#) [@TLMedEd](#) [@javeedsukhera](#) T1 [#MedEdChat](#) Need to figure out the ways to support, mentor, coach & sponsor in meaningful & deliberate ways. How do we provide [#leadershipdevelopment](#) to [#BIPOC](#) learners & colleagues ? How do we embed a personalized & co-created approach?



Deb Simpson [@debsimpson](#) 38 hours ago

[@javeedsukhera](#) New concept for me - can you provide more details re: how allyship differs from mentorship? [#MedEdChat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 8 hours ago

RT [@javeedsukhera](#): T1: Something that can help address belonging is our accreditation bodies. We have to move beyond the buzzwords and buil...



Alliance4ClinEd [@Alliance4ClinEd](#) 8 hours ago

[@javeedsukhera](#) Interesting concept that I hadn't considered. There is an interesting masters thesis on this topic that may help [#facdev](#) incorporate allyship training <https://t.co/Sdbz08V1lz> [#MedEdChat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 8 hours ago

RT [@SSawning](#): [@javeedsukhera](#) This is such an excellent thread. Love the call for moving to belongingness and a more participatory approach....



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

T2: I have regular conversations with BIPOC learners/colleagues about their fear of speaking up and rocking the boat. We are asked to 'do the work' related to equity/diversity/inclusion and it is exhausting. We need allies to speak up and roll up their sleeves too [#mededchat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 8 hours ago

RT [@javeedsukhera](#): [@PedsEndoChick](#) T1: There is no good one size fits all and much more research is needed. Meaningful outcomes can be devel...



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan](#) RCPSC 8 hours ago

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Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@Alliance4ClinEd](#): [@javeedsukhera](#) Interesting concept that I hadn't considered. There is an interesting masters thesis on this topic tha...



Deb Simpson [@debsimpson](#) 38 hours ago

T2 As white faculty let's 1st recognize our "privilege" per [@robindiangelo](#) who reconceptualizes of our inaction-aka "White fragility" as result of "the reduced psychosocial stamina that racial

insulation inculcates". It opens door to change. [#MedEdChat](#) <https://t.co/JZlxxUBer> <https://t.co/ZR5T6sdEy6>



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@javeedsukhera](#): T2: I have regular conversations with BIPOC learners/colleagues about their fear of speaking up and rocking the boat. We...



Gary Beck Dallaghan [@GLBDallaghan](#) 8 hours ago

[@javeedsukhera](#) T2 I couldn't agree more. It's something we in the [#LGBTQRights](#) battle have needed for so long. Translates to all areas of diversity & inclusion [#MedEdChat](#)



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

[@debsimpson3](#) This is a great toolkit with credits to Dakota Swiftwolfe and other contributors. <https://t.co/koPDGJqV7v> Look forward for more to come on this topic in [#meded](#) [#mededchat](#)



Anthony R Artino Jr [@mededdoc](#) 8 hours ago

RT [@debsimpson3](#): T2 As white faculty let's 1st recognize our "privilege" per [@robindiangelo](#) who reconceptualizes of our inaction-aka "Whit..."



TLMedEd [@TLMedEd](#) 8 hours ago

[@javeedsukhera](#) T2. Where is the line between allyship/owning one's role in [#DiversityandInclusion](#) and having a "white savior" complex? The goal is to be active but sensitive and guided. [#mededchat](#)



Chris Mooney [@mooneymed](#) 8 hours ago

[@javeedsukhera](#) [@debsimpson3](#) Wow. Thanks for sharing. [#mededchat](#)



Peds Endo Chick [@PedsEndoChick](#) 8 hours ago

[@javeedsukhera](#) It's not just BIPOC. Some institutions are very resistant to any type of change--mine has had multiple young faculty lose passion bc they have great ideas to make a change, but the leadership resists until they burn out. [#MedEdChat](#)



Dr Javeed Sukhera [@javeedsukhera](#) 8 hours ago

[@TLMedEd](#) I think humility is the line. The default is to create space for others and avoid taking space. It is not easy by any means and we all struggle. We have to embrace the struggle. It can be messy too and we have to embrace the messy [#MedEdChat](#)



Deb Simpson @debsimpson38 hours ago

T2 (and T1) this is excellent thread by @michelleko2d with references. It speaks to how we can address **#structuralracism** in **#medicalschool** admissions, **#faculty** recruitment and retention, education, leadership... Encourage all to review, reflect, share and act! **#mededchat**



Anthony R Artino Jr @mededdoc8 hours ago

RT @GLBDallaghan: @javeedsukhera T2 I couldn't agree more. It's something we in the **#LGBTQRights** battle have needed for so long. Translate...



MedEd Chat @MedEdChat8 hours ago

RT @debsimpson3: T2 (and T1) this is excellent thread by @michelleko2d with references. It speaks to how we can address **#structuralracism**...



Megha Shetty @ meghashetty8 hours ago

RT @javeedsukhera: A1: There are some models that are getting close but we haven't yet moved the needle enough. Most of **#meded** has focused...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan_RCPSC8 hours ago

@debsimpson3 @ywca T2 Thanks for the gr8 resource. @RicharLisa talks about **#DeepListening** & more & more, there is so much to unlearn & unteach to get to **#AntiRacism**. **#MedEdChat**



Anthony R Artino Jr @mededdoc8 hours ago

RT @debsimpson3: T2 (and T1) this is excellent thread by @michelleko2d with references. It speaks to how we can address **#structuralracism**...



Susan Sawning-she/her/hers @SSawning8 hours ago

A2: White faculty need to understand that anti-racism is lifelong learning. If you did not learn in the past, it is not an excuse for the present. W/o understanding the socio-historical ways that meded has excluded BIPOC faculty there is no urgency to correct it now. **#MedEdChat**



Dr Javeed Sukhera @javeedsukhera8 hours ago

@TLMedEd I also think we need to be better at embracing our imperfect selves. There is a toxic perfectionism that creeps into our approaches. It takes effort to reframe our focus from 'being right' to 'getting it right' **#MedEdChat**



Deb Simpson @debsimpson38 hours ago

@PedsEndoChick @javeedsukhera Just wondering if inaction can be compounded by problem my thesis advisor tool me - "ideas are cheap - making them happen is the expensive part requiring hard work - persistence with kindness, follow evidence, seek allies, and be professional/honest and steadfast" ... **#MedEdChat**



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan](#) RCPSC8 hours ago

RT [@debsimpson3](#): T2 (and T1) this is excellent thread by [@michelleko2d](#) with references. It speaks to how we can address [#structuralracism...](#)



Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#)8 hours ago

@MedEdChat [#mededchat](#) T2 it starts from the admissions of medical schools to till graduate medical education admissions. Maybe even before that starting with preparing for admission into medical school. It makes more sense when we understand the difference between equity and equality [#meded](#)



TLMedEd [@TLMedEd](#)8 hours ago

RT [@javeedsukhera](#): [@TLMedEd](#) I also think we need to be better at embracing our imperfect selves. There is a toxic perfectionism that creeps...



MedEd Chat [@MedEdChat](#)8 hours ago

RT [@debsimpson3](#): [@PedsEndoChick](#) [@javeedsukhera](#) Just wondering if inaction can be compounded by problem my thesis advisor tool me - "ideas a...



Dr Javeed Sukhera [@javeedsukhera](#)8 hours ago

[@debsimpson3](#) [@PedsEndoChick](#) Totally agree, we have a lot of 'analysis paralysis' when it comes to addressing racism. We keep looking for evidence which is a form of denial. Much more work needs to be done on knowledge mobilization in [#meded](#) scholarship and research [#MedEdChat](#)



Dr Javeed Sukhera [@javeedsukhera](#)8 hours ago

[@debsimpson3](#) [@PedsEndoChick](#) Incrementalism is another barrier to transformative change. Sometimes we need to be bold and audacious. The cost of inaction is far too great. [#MedEdChat](#)



Gary Beck Dallaghan [@GLBDallaghan](#)8 hours ago

[@SSawning](#) [@MedEdChat](#) [@javeedsukhera](#) T2 This really resonates with me. Having been at an institution where I was the lone out faculty member, it gets old when there is no community to interact with. [#MedEdChat](#)



MedEd Chat [@MedEdChat](#)8 hours ago

RT [@javeedsukhera](#): [@debsimpson3](#) [@PedsEndoChick](#) Incrementalism is another barrier to transformative change. Sometimes we need to be bold and...



Susan Sawning-she/her/hers [@SSawning8 hours ago](#)

A2: Department chairs/deans need to have a greater understanding of the history, but also the science behind hiring BIPOC faculty and the connection to improved patient care. [#MedEdChat](#)



MedEd Chat [@MedEdChat8 hours ago](#)

Topic 3: Many [#MedEducators](#) have strived for years to improve [#diversity](#) & [#inclusion](#) in [#MedEd](#). What's the "Do One Thing" that each of us can take today to start the change at personal, department, med school, [#GME](#), org level to make a difference? [#MedEdChat](#)



Abhay Dandekar [@abhaydandekar8 hours ago](#)

A2: place based development so that leaders and leaders reflect and synchronize with the communities they serve and the health they promote [#MedEd](#) [#MedEdChat](#)



Deb Simpson [@debsimpson38 hours ago](#)

T3 Do one thing re [#DiversityandInclusion](#)? Ask myself & a colleague "When have you not spoken up - when you should have- about an inequity". Then seek to discuss -with [#psychologicalsafety](#) - how to [#speakup](#) [#professionally](#) with actionable steps. Always [#read](#) [#learn](#) [#MedEdChat](#) <https://t.co/PM7tB9Yti1>



Dr Javeed Sukhera [@javeedsukhera8 hours ago](#)

T3: We often fall into cycles of blame and shame. it is 'us' who supposedly get it and 'them' who are the problem. We should all stop pointing the finger and take a look in the mirror at our biased selves. Accept our imperfections and embrace our humanity. [#mededchat](#)



TLMedEd [@TLMedEd8 hours ago](#)

[@ArjaSateesh](#) [@MedEdChat](#) You might find this of interest: <https://t.co/efEK4sZAtt> [#mededchat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC8 hours ago](#)

[@javeedsukhera](#) [@TLMedEd](#) T2 [#MedEdChat](#) Allyship from anyone in a place of privilege is critical. Agree completely about humility and willingness to lean in. We have to work actively to create that sense of [#belonging](#) and it is never ending work.



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

T3 Ask others what I can do to be a better ally. Listen. I don't need encouragement to speak up cause everyone knows there ain't no filter on this mouth! ;) [#MedEdChat](#)

Dr Javeed Sukhera [@javeedsukhera](#) [8 hours ago](#)



T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building [#antiracism](#) into [#meded](#) will require a constant process of struggle, striving, learning/unlearning, and discomfort. [#MedEdChat](#)

Susan Sawning-she/her/hers [@SSawning](#) [8 hours ago](#)



[@GLBDallaghan](#) [@MedEdChat](#) [@javeedsukhera](#) T2: Yes, gets back to belongingness, a must have. [#MedEdChat](#)

TLMedEd [@TLMedEd](#) [8 hours ago](#)



[@javeedsukhera](#) [@debsimpson3](#) [@PedsEndoChick](#) The reign of the "white moderate" must come to an end. [#mededchat](#)

Abhay Dandekar [@abhaydandekar](#) [8 hours ago](#)



[@MedEdChat](#) A3: listen first without acting. Then having senior leaders and junior learners ALWAYS TOGETHER take the identical training on race/equity/bias/inclusion so the pipeline gets built from both ends. [#MedEd](#) [#MedStudentTwitter](#) [#MedEdChat](#)

Lauren Mazzurco [@LaurenMazzurco](#) [8 hours ago](#)



RT [@javeedsukhera](#): T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building [#antiracism](#) int...

Sateesh Arja, M.B.B.S., MHPE, MSPH [@ArjaSateesh](#) [8 hours ago](#)



[@abhaydandekar](#) # T2 Agreed. it should be part of vision and mission of medical schools and Organizations. It should reflect from top leadership to faculty and then to students...[#mededchat](#)

TLMedEd [@TLMedEd](#) [8 hours ago](#)



RT [@javeedsukhera](#): T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building [#antiracism](#) int...

Mike Paddock [@mikepaddock](#) [8 hours ago](#)



[@MedEdChat](#) Organize locally of anti-racist allies -work to identify current formal and informal policies that affect perceived program "culture" (i.e., needs assessment). Especially around resident recruitment & faculty development. Not one thing, but a place to start. [#MedEdChat](#) [#GME](#)

Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC](#) [8 hours ago](#)



RT [@javeedsukhera](#): T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building [#antiracism](#) int...



Mike Paddock [@mikepaddock8 hours ago](#)

RT [@MedEdChat](#): Topic 3: Many [#MedEducators](#) have strived for years to improve [#diversity](#) & [#inclusion](#) in [#MedEd](#). What's the "Do One Thing" t...



Deb Simpson [@debsimpson38 hours ago](#)

T3 1/2 Let's re-commit to noble aspects of [#medicine](#) per [@CatherineRLucey](#) [@aasagu](#). "Collectively commit to understanding & counteracting the impact of [#structuralracism](#)." Act to "successfully educate the diverse physician workforce that our communities need..." [#mededchat](#)



Deb Simpson [@debsimpson38 hours ago](#)

T3 2/2 And theirs are not the only voices - 40 [#meded](#) leaders highlight critical role of holistic admissions, competency-time variable education, [#DiversityandInclusion](#) and valuing educators to enact these changes [#MedEdChat](#) <https://t.co/D14pbTQeRy>



Mike Paddock [@mikepaddock8 hours ago](#)

RT [@abhaydandekar](#): [@MedEdChat](#) A3: listen first without acting. Then having senior leaders and junior learners ALWAYS TOGETHER take the iden...



Gary Beck Dallaghan [@GLBDallaghan8 hours ago](#)

T3 This conversation has been great. I'm going to expose myself right now to say I have felt so discouraged that we are in the year 2020 and still have to have these discussions. It really is getting me down....and quite outraged [#MedEdChat](#)



Sherine Salib [@DrSherineSalib8 hours ago](#)

[@MedEdChat](#) T3. To enhance [#diversity](#), first and foremost, learn to appreciate, love and celebrate differences. [#MedEdChat](#)



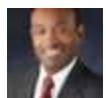
Susan Sawning-she/her/hers [@SSawning8 hours ago](#)

RT [@javeedsukhera](#): T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building [#antiracism](#) int...



Deb Simpson [@debsimpson38 hours ago](#)

[@mikepaddock](#) [@MedEdChat](#) Really like this idea - it's almost an "asset assessment" of opportunities to focus our energies critical areas. Needs to be local and national - to really impact change or fear [#pandemic](#) like chaos with disparate/conflicting approaches. [#MedEdChat](#)



William McDade [@sickledoc8 hours ago](#)

RT [@debsimpson3](#): [@DrSherineSalib](#) [@MedEdChat](#) Excellent step wise approach. Seems like some schools are doing this!! Can we follow? And how...



Susan Sawning-she/her/hers [@SSawning8 hours ago](#)

A3: Deeply commit to unlearn and learn forever, for the rest of your life. [#MedEdChat](#)



William McDade [@sickledoc8 hours ago](#)

RT [@MKChan_RCPSC](#): [@debsimpson3](#) [@sickledoc](#) [@AuroraGME](#) A1 [#MedEdChat](#) Pipeline work starting in early childhood is another good facet to incre...



William McDade [@sickledoc8 hours ago](#)

RT [@debsimpson3](#): T1 -2/2 [#GME](#) can increase applicant pipeline per [@sickledoc](#)? Identify + partner with K-12, [#juniorcollege](#) [#MPH](#) schools to...



William McDade [@sickledoc8 hours ago](#)

RT [@debsimpson3](#): T1 -1/2 Time to act! [#GME](#)'s "abdication of responsibility to work to develop younger learners for careers in [#medicine](#)... c...



Abhay Dandekar [@abhaydandekar8 hours ago](#)

[@debsimpson3](#) [@CatherineRLucey](#) [@aasagui](#) Yes! Can we courageously prioritize this to bring local place based talented leaders to serve in their communities over importing? Let's magnify this visibility sometimes over the expense of people who bring the institution money or prestige in the short term. [#MedEd](#) [#MededChat](#)



Ming-Ka Chan, MD, MHPE [#BlackLivesMatter](#) [@MKChan_RCPSC8 hours ago](#)

[@GLBDallaghan](#) T3 [#MedEdChat](#) Good point that it is the groups we want to be allies for that have to accept us as allies. Speaking up may be asking for another's seldom heard voice to be shared & for leaders to listen. Need to figure out how to amplify meaningfully & may be different each time



MedEd Chat [@MedEdChat8 hours ago](#)

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts [#meded](#) [#mededchat](#)



Heather Z Sankey, MD [@SankeyMD8 hours ago](#)

RT [@debsimpson3](#): T2 As white faculty let's 1st recognize our "privilege" per [@robindiangelo](#) who reconceptualizes of our inaction-aka "Whit..."



MedEd Chat [@MedEdChat8 hours ago](#)

[#mededchat](#)



Abhay Dandekar [@abhaydandekar](#) 8 hours ago

We need reverse mentorship here: would love to be mentored by my most junior medical learners of color and who identify as LGBTQ #MedEdchat #MedEd



Deb Simpson [@debsimpson3](#) 8 hours ago

We know as #mededucators that part of the solution to #structuralracism is to make public what we learn. At @JournalofGME we value tonight's co-host #mededchat role helping make public what we all do/learn. New #DiversityandInclusion submissions call at https://t.co/7NwhrFWr2D https://t.co/DP6TNlow23



Gary Beck Dallaghan [@GLBDallaghan](#) 8 hours ago

@debsimpson3 @malcomgladwell T3 Very true. I think I am ready for my vacation next week as I just feel tired from fighting for so many decades #MedEdChat



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan_RCPSC](#) 8 hours ago

@GLBDallaghan T3 Totally agree - morally distressing. And a double whammy if you are a parent trying to teach children. Hopeful that we can use the collective will and momentum to make changes in leaps & bounds. #MedEdChat



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan_RCPSC](#) 8 hours ago

RT @mikepaddock: @MedEdChat Organize locally of anti-racist allies -work to identify current formal and informal policies that affect perce...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan_RCPSC](#) 8 hours ago

RT @debsimpson3: @mikepaddock @MedEdChat Really like this idea - it's almost an "asset assessment" of opportunities to focus our energies c...



MedEd Chat [@MedEdChat](#) 8 hours ago

Just a reminder that #mededchat will be on hiatus until Thurs Aug 6, 2020. See you then! Have a safe and healthy summer!



MedEd Chat [@MedEdChat](#) 8 hours ago

That's a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoKroXx on the Resources page. Thanks everyone for participating! #meded



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan RCPSC8 hours ago

RT @debsimpson3: We know as #mededucators that part of the solution to #structuralracism is to make public what we learn. At [@JournalofGME...](#)



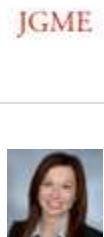
Deb Simpson @debsimpson38 hours ago

@GLBDallaghan But there is a great laugh!! It makes all connect.... And we need that too!! Miss you GBD!! Stay well all!! #mededchat



Kristina Dzara, PhD, MMSc @KristinaDzara8 hours ago

RT @MedEdChat: Topic 3: Many #MedEducators have strived for years to improve #diversity & #inclusion in #MedEd. What's the "Do One Thing" t...



JGME @JournalofGME8 hours ago

Thank you, everyone, for joining us in tonight's #MedEdChat.



Susan Sawning-she/her/hers @SSawning8 hours ago

RT @javeedsukhera: @debsimpson3 @PedsEndoChick Totally agree, we have a lot of 'analysis paralysis' when it comes to addressing racism. We...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan RCPSC8 hours ago

@MedEdChat #MedEdChat #MedEd We need to co-create together - I belong to @sanokondu where our healthcare #LeadershipDevelopment community of practice is creating multi-modal platforms to engage in critical dialogues to co-create action plans towards social justice. Cc @jobusar @ManiateJ



Sherine Salib @DrSherineSalib8 hours ago

RT @DrSherineSalib: @MedEdChat T1. To enhance #diversity & #inclusion, we need to: 1. Be intentional 2. Ensure our application process...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan RCPSC8 hours ago

@Ahmad99967680 @MedEdChat #MedEdChat - need to keep trying and find champions to help make it a norm rather than an exception



Susan Sawning-she/her/hers @SSawning8 hours ago

RT @debsimpson3: T2 (and T1) this is excellent thread by @michelleko2d with references. It speaks to how we can address #structuralracism...



sanokondu #BlackLivesMatter [@sanokondu](#) 8 hours ago

Would welcome all from #MedEdChat #MedStudentChat & beyond to engage with us in co-creating meaningful action plans towards #AntiRacism #EDI and #SocialJustice



MedEdBot [@MedEdBot](#) 8 hours ago

RT @javeedsukhera: T3: I think we have a default approach that seeks oversimplistic solutions to complex problems. Building #antiracism int...



MedEdBot [@MedEdBot](#) 8 hours ago

RT @debsimpson3: T3 2/2 And theirs are not the only voices - 40 #meded leaders highlight critical role of holistic admissions, competency-t...



MedEdBot [@MedEdBot](#) 8 hours ago

RT @MedEdChat: We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat



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RT @abhaydandekar: We need reverse mentorship here: would love to be mentored by my most junior medical learners of color and who identify...



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Ming-Ka Chan, MD, MHPE #BlackLivesMatter @MKChan_RCPSC 7 hours ago

RT @sanokondu: Would welcome all from #MedEdChat #MedStudentChat & beyond to engage with us in co-creating meaningful action plans towards...



Jen Readlynn, MD, FHM (she/her) @jenreadlynn 7 hours ago

RT @debsimpson3: T2 As white faculty let's 1st recognize our "privilege" per @robindiangelo who reconceptualizes our inaction-aka "Whit..."



Expressions Training @LeaderRepeater 7 hours ago

RT @MKChan_RCPSC: @debsimpson3 @TLMedEd @javeedsukhera T1 #MedEdChat Need to figure out the ways to support, mentor, coach & sponsor in mea...



Lonika Sood, MBBS, MHPE [@sood_lonika7 hours ago](#)

Tagging awesome members of [@AAIMOnline](#) others... please follow!!! [@jenreadlynn](#) [@MotherinMed](#) [@Pahwa](#) [@KimTartaglia](#) [@ajmechaber](#) [@harrison100](#) [@drwendysimon](#) [@SaumilChudgar](#) [@nancyskehan](#) [@DerberCatherine](#) [@Alliance4ClinEd](#) #mededchat



OEFDRFHS UManitoba [@OEFDRFHS UM7 hours ago](#)

RT [@MKChan RCPSC](#): #MedEdChat is exploring #Diversity & #Inclusion in #MedEd tonight 9pm EST. Tag [@cameacem](#) [@HarvardMacy](#) [@MarciaJAnderson](#) @R...



Jen Readlynn, MD, FHM (she/her) [@jenreadlynn7 hours ago](#)

RT [@abhaydandekar](#): [@MedEdChat](#) A3: listen first without acting. Then having senior leaders and junior learners ALWAYS TOGETHER take the iden...



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan RCPSC6 hours ago](#)

@sanokondu [@SSawning](#) [@ManiateJ](#) [@jobusar](#) Gr8 to connect via [#MedStudentChat](#) & [#MedEdChat](#) - my first. We have a webinar June 23 on academic [#leadership](#) with [@LieffSusan](#) & call for abstracts for our annual summit [#TISLEP2020](#) is open until July 1. It will be virtual this year on Sept 23. See <https://t.co/w9V4iZGBRE>



Ming-Ka Chan, MD, MHPE #BlackLivesMatter [@MKChan RCPSC6 hours ago](#)

RT [@debsimpson3](#): T2 As white faculty let's 1st recognize our "privilege" per [@robindiangelo](#) who reconceptualizes of our inaction-aka "Whit..."



CAME-ACEM [@cameacem6 hours ago](#)

RT [@javeedsukhera](#): [@PedsEndoChick](#) T1: There is no good one size fits all and much more research is needed. Meaningful outcomes can be devel...



CAME-ACEM [@cameacem6 hours ago](#)

RT [@MKChan RCPSC](#): #MedEdChat is exploring #Diversity & #Inclusion in #MedEd tonight 9pm EST. Tag [@cameacem](#) [@HarvardMacy](#) [@MarciaJAnderson](#) @R...



Lainie Yarris MD MCR [@lainieyarris6 hours ago](#)

RT [@debsimpson3](#): We know as [#mededucators](#) that part of the solution to [#structuralracism](#) is to make public what we learn. At [@JournalofGME](#)...



shawn steidinger [@ml_shawn6 hours ago](#)

RT [@SSawning](#): T1 T2 T3: This article is a must read for for [#MedEd](#): Adopting an Anti-Racism Public Health Curriculum Competency: The Univer...



Expressions Training [@LeaderRepeater](#) 5 hours ago

RT [@MKChan_RCPSC](#): [@MedEdChat](#) [#MedEdChat](#) [#MedEd](#) We need to co-create together - I belong to [@sanokondu](#) where our healthcare [#LeadershipDevel](#)...



Lisa Robinson [@DrLisaRobinson](#) 5 hours ago

RT [@javeedsukhera](#): T2: While we work on improving recruitment, we have not done enough in some areas - particularly BIPOC recruitment to le...



Gavin Preston, M.D. [@GavinPrestonMD](#) 5 hours ago

[#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they say they will do.) 3. Compassion. (Truly cares about their patients.) 4. Diligence. (Keeps working the problem.) [#MedEdchat](#) [#MedStudentTwitter](#)



August2020 [@Thabang_Tooi](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



Lisa Davis Budzinski [@lisadbudzinski](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



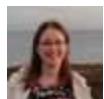
Amarok the Wolf [@AmarokTW](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



Jula-Louise Vladár, M.D. [@julalouise](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



Melissa O'Neill [@melissamaoneill](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



Stephanie [@ZakkisMom](#) 5 hours ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...



Chris Nahm @chris_nahm 5 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



ISHFAQ LONE @OccupiedCashmir 4 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



Kinan Bachour @KinanBachour 4 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



Ahmed Leithy @memokey 4 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



Dimitris Damaskos @DimDamask 4 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



UNGODLY HOUR 💋💋❤️ @odilethatlhe 3 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



Jameson Stokes MD MBA @jamesonstokesmd 2 hours ago

Check out my New YouTube video at this link: <https://t.co/jOJyl8neE> Here's my Top 10 Reasons that YOU should become a

DOCTOR! #MedTwitter #medicalstudent #premedtwitter #MedEdChat #medschool #YouTube #drjameson #doctor #college #highschool #motivation <https://t.co/r5XOHbU7vT>



Dr Orla Gray @drorlagray 2 hours ago

RT @GavinPrestonMD: #TipsForNewDocs Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...)



Elizabeth A. Sonntag, MD, HEC-C @LizSonntagan 1 hour ago

I LOVE hearing "I don't know" from my trainees. I don't know = I'm human 🤷#\$ I don't know = I'm honest 🤷#\$ I don't know = I'm conscientious 🤷#\$ I don't know = I'm humble 🤷#\$

#TipsForNewDocs #MedStudentTwitter #MedTwitter #MedEdChat



Nemat alsaba [@talk2nemat](#) 42 minutes ago

RT [@GavinPrestonMD](#): [#TipsForNewDocs](#) Traits I respect in a doctor: 1. Humility. (Keeps asking more opinions.) 2. Integrity. (Does what they...

The #MedEdChat Influencers

Top 10 Influential



[@MedEdChat](#) 100



[@javeedsukhera](#) 80



[@debsimpson3](#) 78



[@PedsEndoChick](#) 66



[@GLBDallaghan](#) 60

[@michelleko2d](#) 52



[@TLMedEd](#) 48



[@MKChan_RCPSC](#) 48



[@JournalofGME](#) 37



[@SSawning](#) 36

Prolific Tweeters



[@MKChan_RCPSC](#) 28



[@debsimpson3](#) 21



[@MedEdChat](#) 20



[@javeedsukhera](#) 20



[@mededdoc](#) 14



[@GLBDallaghan](#) 11



[@TLMedEd](#) 10



[@SSawning](#) 10



[@MedEdBot](#) 6



[@sickledoc](#) 4

Highest Impressions



[@MedEdChat](#) 165.3K



[@javeedsukhera](#) 132.0K



[@MKChan_RCPSC](#) 94.3K



[@GavinPrestonMD](#) 70.2K



[@mededdoc](#) 27.6K



[@GLBDallaghan](#) 17.5K



[@debsimpson3](#) 16.7K



[@SSawning](#) 15.2K



[@MedEdBot](#) 12.7K



[@TLMedEd](#) 11.9K