

## 2020-12-03: Exploring How to Progress Diversity Scholarship in Medical Education

Topic and Questions courtesy of Dr. Sheritta Strong, representing the Association of Directors of Medical Student Education in Psychiatry

The following links were shared during the chat:

- “Changing the Narrative”: A Study on Professional Identity Formation Among Black/African American Physicians in the U.S. <https://link.springer.com/article/10.1007/s10459-020-09978-7>



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago  
Topic 1: Why is reframing [#diversity](#) in [#meded](#) so important? [#MedEdChat](#)



**Paul Haidet** @myheroistrane8 hours ago  
T1: disparities in medicine won't be a simple fix. Need to dismantle systemic racism in [#healthcare](#). This won't happen if we continue to educate students the way we always have, because [#meded](#) is part of the racist system. [#mededchat](#)



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago  
@myheroistrane T1 Agreed. I wish [@DrTashaWyatt](#) was on tonight. Her work really gets to the heart of this [#mededchat](#)



**Alliance4ClinEd** @Alliance4ClinEd8 hours ago  
T1 [@DrTashaWyatt](#) authored this great piece on changing the narrative of professional identity formation <https://t.co/z4sq4awsT2> [#mededchat](#)



**Paul Haidet** @myheroistrane8 hours ago  
Well, we can retweet her work into this thread [#mededchat](#)



**Laura Bookman** @DaktaLaura8 hours ago  
[@MedEdChat](#) Laura Bookman [#mededchat](#)



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago  
RT [@Alliance4ClinEd](#): T1 [@DrTashaWyatt](#) authored this great piece on changing the narrative of professional identity formation <https://t.co/z...>



**Diversity Tweets** @diversityup8 hours ago  
RT [@MedEdChat](#): Topic 1: Why is reframing [#diversity](#) in [#meded](#) so important? [#MedEdChat](#)



**MedEdBot** @MedEdBot8 hours ago  
RT [@myheroistrane](#): T1: disparities in medicine won't be a simple fix. Need to dismantle systemic racism in [#healthcare](#). This won't happen i...



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago  
Topic 2: What are your novel approaches to advancing diversity in [#meded?](#) [#MedEdChat](#)



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh](#) 8 hours ago  
[@MedEdChat](#) [#mededchat](#) T1 the main problem is that we don't speak much about diversity and discrimination in medical education and it is very important to educate future physicians on these issues [#meded](#)



**Peds Endo Chick** [@PedsEndoChick](#) 8 hours ago  
[@myheroistrane](#) Not just race... gender identity, sexual orientation, abilities. Racism is certainly the most prominent part right now, but intersectionality is a thing. [#MedEdChat](#)



**Matt Sakumoto** [@MattSakumoto](#) 8 hours ago  
[@MedEdChat](#) T1 There is every reason [#diversity](#) is important. 2020 has been great for raising voices and shining a light on DEI and representation. ([@thedeishift](#) [@CPSolvers](#) antiracism, [@gradydoctor](#)) Now these need to be sustained and grown [#mededchat](#)



**Gary Beck Dallaghan** [@GLBDallaghan](#) 8 hours ago  
[@MedEdChat](#) T2 [@UNC](#) [SOM](#) has had several excellent pipeline programs in place. Changes to admissions using MMIs has been really helpful. [#mededchat](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago  
RT [@MattSakumoto](#): [@MedEdChat](#) T1 There is every reason [#diversity](#) is important. 2020 has been great for raising voices and shining a light o...



**MedEd Chat (hosted by ACE)** [@MedEdChat](#) 8 hours ago  
RT [@PedsEndoChick](#): [@myheroistrane](#) Not just race... gender identity, sexual orientation, abilities. Racism is certainly the most prominent p...



**Gary Beck Dallaghan** [@GLBDallaghan](#) 8 hours ago  
T2 Here's a question about advancing diversity....what are you doing to promote DEI in the learning environment? I recently read some incidents students experienced and was shocked at the overt discriminatory comments. [#mededchat](#)



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh](#) 8 hours ago  
[@MedEdChat](#) [#mededchat](#) T2 there are reservations for some underserved communities in some countries. It may not work everywhere . it might be good to have programs which can help the students in taking exams like MCAT and guide the students from undeserved communities to Enter medical school



**Peds Endo Chick** [@PedsEndoChick8 hours ago](#)

[@GLBDallaghan](#) You need allies to call out the 'bad' behaviors, which requires them to recognize them, which requires all of us to recognize our biases and step into someone else's shoes. In short, it takes work. [#MedEdChat](#)



**Abhay Dandekar** [@abhaydandekar8 hours ago](#)

T2: place based relationship building. When you can show that [#MedEd](#) can happen in the community (schools,church, neighborhood s)in diverse and inclusive environs, take advantage of it! Teaching and calling out skills are magnetic enthusiasm builders [#MedEdChat](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat8 hours ago](#)

RT [@abhaydandekar](#): T2: place based relationship building. When you can show that [#MedEd](#) can happen in the community (schools,church, neighb...



**MedEd Chat (hosted by ACE)** [@MedEdChat8 hours ago](#)

Topic 3: What are your strategies to improve scholarship opportunities in [#diversity](#) education? [#meded](#) [#MedEdChat](#)



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh8 hours ago](#)

[@MedEdChat](#) [#Mededchat](#) T2. I think self-reflection is the most important key. Let me not be biased based on sex, age, race, creed and religion. Then we should be able to speak raise the voice if there is any discrimination. Then I should be able to educate people around me. [#meded](#)



**Alexis L. Rossi** [@AlexisLRossi18 hours ago](#)

[@MedEdChat](#) T1: In the past when diversity has been discussed it was often without the systemic & historical contexts, just one piece without a holistic perspective on the issue - including in our own houses. These are important elements to the discussion & building understanding [#MedEdChat](#)



**Abhay Dandekar** [@abhaydandekar8 hours ago](#)

RT [@MedEdChat](#): Topic 3: What are your strategies to improve scholarship opportunities in [#diversity](#) education? [#meded](#) [#MedEdChat](#)



**Jeff Mahony** [@jmahony118 hours ago](#)

It takes work to recognize our biases. And that's work worth doing. [#MedEdChat](#) [#KeepTalking](#) [#TakeAction](#)



**Alexis L. Rossi** [@AlexisLRossi18 hours ago](#)

[@ArjaSateesh](#) [@MedEdChat](#) T2: recognizing areas where we have failed & the impact they have is a first step towards supporting and rewarding bystander/upstander interventions. We need to give people the tools to step in & step up, as well as change our systems/culture to support those actions [#MedEdChat](#)



**Sophie O'Brien** [@SophiaCedola8 hours ago](#)

T2: [@PennRadiology](#) trained our residency admissions committee to use tools described by [@DrQuinnCapers4](#) to take inventory of, and push back against, our own potential implicit biases [#Radiversity](#) [#MedEd](#) [#RadEd](#) <https://t.co/B0b2p931cL>



**Abhay Dandekar** [@abhaydandekar8](#) 8 hours ago

T3- perhaps there must be institutional accreditation with dollars attached that ensure that some percentage of the scholarly output is completed by those underrepresented or devoted to research that advances [#diversity](#) and inclusion [#MedEdChat](#) [#MedEd](#) [@acgme](#) [@AAMC](#) [@AAMCProfDev](#)



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh8](#) 8 hours ago

[@MedEdChat](#) [#mededchat](#) T3 if the deans' offices, Research and Ethics committees (IRB) and Medical Education units understand the importance and requirement of this and allocate some dollars for this, can promote scholarship in diversity [#meded](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat8](#) 8 hours ago

RT [@ArjaSateesh](#): [@MedEdChat](#) [#mededchat](#) T3 if the deans' offices, Research and Ethics committees (IRB) and Medical Education units understand...



**MedEd Chat (hosted by ACE)** [@MedEdChat8](#) 8 hours ago

Topic 4: What are innovative ways that you are including your diverse students in scholarly activities? [#MedEdChat](#) [#meded](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat8](#) 8 hours ago

RT [@abhaydandekar](#): T3- perhaps there must be institutional accreditation with dollars attached that ensure that some percentage of the scho...



**Deb Simpson** [@debsimpson38](#) 8 hours ago

[@AlexisLRossi1](#) [@MedEdChat](#) Absolutely. Seek root causes. Just as we do in [@TheIHI](#) model for improvement aka [#quips](#) to optimize our interventions! Listening to [#1619Project](#) helps with context. As Santayana said those who don't understand the past are doomed to repeat it. [#MedEdChat](#)



**Gary Beck Dallaghan** [@GLBDallaghan8](#) 8 hours ago

T4 I don't think this is innovative, but as director of educational scholarship my door is open to all [#medstudents](#) conducting [#meded](#) research. [#mededchat](#)



**Sateesh Arja, M.B.B.S., MHPE, MSPH** [@ArjaSateesh8](#) 8 hours ago

[@GLBDallaghan](#) [#mededchat](#) T4 agree. I follow the same and open for everyone. Ultimately it depends on the interest of students. Some students are interested in scholarly work and some are not [#meded](#)



**MedEd Chat (hosted by ACE)** [@MedEdChat8](#) 8 hours ago

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



**Deb Simpson** [@debsimpson38](#) 8 hours ago

[@GLBDallaghan](#) And know u outreach too. Door open awesome. But u reach out to all perspectives that are evidence based and focused on improving [#MedEd](#) [#mededchat](#)



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

Join us again next week at 9 pm Thursday. Thank you @SAStrongMD & @admsep for guest hosting tonight! Don't forget to suggest topics by DM or email #meded #mededchat



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago

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



**sunshinecoastmed** @sunnycoastmed8 hours ago

#mededchat



**MedEdBot** @MedEdBot7 hours ago

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**Sateesh Arja, M.B.B.S., MHPE, MSPH** @ArjaSateesh7 hours ago

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**Sateesh Arja, M.B.B.S., MHPE, MSPH** @ArjaSateesh7 hours ago

RT @ArjaSateesh: @MedEdChat #Mededchat T2. I think self-reflection is the most important key. Let me not biased based on sex, age, race, cr...



**Ross Elledge** @ElledgeSurgical3 hours ago

Pleased to have published a review of the new book by [@ED4MEDPRAC](#) and Della Fish in [@BJOMS\\_official](#): Fantastic ideas in transforming the way surgeons are trained #MedTwitter #MedEdChat <https://t.co/wADod6NSZC>



**Linda de Cossart** @ED4MEDPRAC3 hours ago

RT @ElledgeSurgical: Pleased to have published a review of the new book by  
@ED4MEDPRAC and Della Fish in @BJOMS\_official Fantastic ide...



**Robert Gibson** @RGIntercultural3 hours ago

Diversity in context #DiversityandInclusion

## The #MedEdChat Influencers

### Top 10 Influential



**@MedEdChat** 100



**@DrTashaWyatt** 70



**@myheroistrane** 69



**@CPSolvers** 68



**@TheDEIShift** 68



**@gradydoctor** 68



**@acgme** 45



**@AAMCProfDev** 45



**@MattSakumoto** 43



**@abhaydandekar** 42

### Prolific Tweeters



**@MedEdChat** 13



**@AriaSateesh** 10



**@GLBDallaghan** 4

 [@abhaydandekar](#) 3

 [@MedEdBot](#) 3

 [@PedsEndoChick](#) 2

 [@myheroistrane](#) 2

 [@debsimpson3](#) 2

 [@AlexisLRossi1](#) 2

 [@diversityup](#) 1

### Highest Impressions

 [@MedEdChat](#) 113.0K

 [@MedEdBot](#) 7.7K

 [@GLBDallaghan](#) 6.7K

 [@myheroistrane](#) 3.4K

 [@abhaydandekar](#) 1.8K

 [@debsimpson3](#) 1.7K

 [@AlexisLRossi1](#) 1.6K

 [@ArjaSateesh](#) 1.5K

 [@diversityup](#) 1.3K

 [@PedsEndoChick](#) 1.0K