

## 2021-02-18: Inclusive Interviews: Strategies to Address Diversity, Equity & Inclusion

Topic and Questions courtesy of the Journal of Graduate Medical Education

The following links were shared during the chat:

- [Mitigating Bias in the Era of Virtual Residency and Fellowship Interviews | Journal of Graduate Medical Education | Allen Press](#)
- [An exploratory study on microaggressions in medical school: What are they and why should we care? - PubMed \(nih.gov\)](#)
- [Promoting Diversity, Equity, and Inclusion: Building Community for Underrepresented in Medicine Graduate Medical Education Trainees | Journal of Graduate Medical Education | Allen Press](#)
- [Twelve tips for responding to microaggressions and overt discrimination: When the patient offends the learner - PubMed \(nih.gov\)](#)
- [Addressing Microaggressions in Academic Health: A Workshop for Inclusive Excellence | MedEdPORTAL](#)
- [Reconsidering Systems-Based Practice: Advancing Structural Competency, Health Equity, and Social Responsibility in Graduate Medical Education - PubMed \(nih.gov\)](#)
- [Health Disparities Collaborative - AAIM](#)
- [Health Equity | Health Care Equity Articles | AMA \(ama-assn.org\)](#)
- [Reporting of USMLE Step 1 as Pass/Fail: A Benefit for Residency Programs and Those Underrepresented in Medicine? | Journal of Graduate Medical Education | Allen Press](#)
- [A Critical Disconnect: Residency Selection Factors Lack Correlation With Intern Performance | Journal of Graduate Medical Education | Allen Press](#)
- [Podcasting: A Medium for Amplifying Racial Justice Discourse, Reflection, and Representation Within Graduate Medical Education | Journal of Graduate Medical Education | Allen Press](#)



**MedEd Chat (hosted by ACE)** @MedEdChat9 hours ago

TOPIC 1: Interviewing for residency is almost over! What are lessons learned re how to create an inclusive dialogue during interview: #medicalstudents/programs asking about #DEI? Programs communicating their views on #DEI? #diversity, #equity, #inclusion? #MedEdChat



**Deb Simpson** @debsimpson39 hours ago

T1 Blind interviewers to applicants' cognitive application data. Include #UiM #faculty and #residents in interviews as #UiM students may be less included to highly rank program w/out them but caution re #MinorityTax. #DEI #MedEdChat @QuentinYoumans <https://t.co/PTIN0tOk1D> <https://t.co/BW8bXlWuWW>



**Gail Sullivan** @DrMedEd 8 hours ago

@MedEdChat Hi all from snowy Connecticut! #mededchat #jgme



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

RT @debsimpson3: T1 Blind interviewers to applicants' cognitive application data. Include #UiM #faculty and #residents in interviews as #Ui...



**Gail Sullivan** @DrMedEd 8 hours ago

@MedEdChat T1 open communication & transparent resources. Communicate on your website, in social media & during interviews: what mentoring programs available? Key faculty? Connect residents, faculty to applicants. #MedEdChat #jgme #diversity #equity #inclusion #facultydiversity #mentoring



**Gail Sullivan** [@DrMedEd](#) 8 hours ago

RT [@debsimpson3](#): T1 Blind interviewers to applicants' cognitive application data. Include [#UiM](#) [#faculty](#) and [#residents](#) in interviews as [#Ui...](#)



**Alvin Calderon, MD, PhD, FACP** [@alvinseattle8](#) hours ago

[@MedEdChat](#) Alvin from Seattle! Core faculty at Virginia Mason IM. [#meded](#) [#mededchat](#)



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

[@DrMedEd](#) [itor](#) [@MedEdChat](#) Strategies to be more open in communication? What would you say/ask in interview to be [#DEI](#) [#inclusion](#) [#MedEdChat](#)



**Lauren Mazzurco** [@LaurenMazzurco8](#) hours ago

Hello! Lauren from rainy eastern Virginia! [#MedEdChat](#)



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

[@MedEdModels](#) [@MedEdChat](#) Welcome and any theories/frameworks applicable for improving [#DEI](#) during interviews [@MedEdModels?](#) [#MedEdChat](#)



**Sherine Salib** [@DrSherineSalib8](#) hours ago

[@MedEdChat](#) [@Alliance4ClinEd](#) [@JournalofGME](#) Hello [#MedEdChat](#) community. Sherine from snowy/icy Austin, TX. Glad to join you tonight & take a break from talking about COVID & snowstorms- albeit a brief break..



**Gail Sullivan** [@DrMedEd](#) 8 hours ago

RT [@debsimpson3](#): [@DrMedEd](#) [itor](#) [@MedEdChat](#) Strategies to be more open in communication? What would you say/ask in interview to be [#DEI](#) [#incl...](#)



**Sherine Salib** [@DrSherineSalib8](#) 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](#)



**Merle Carter, MD, FACEP** [@MCEMedMD8](#) hours ago

RT [@debsimpson3](#): T1 Blind interviewers to applicants' cognitive application data. Include [#UiM](#) [#faculty](#) and [#residents](#) in interviews as [#Ui...](#)



**JGME** [@JournalofGME8](#) hours ago

RT [@debsimpson3](#): T1 Blind interviewers to applicants' cognitive application data. Include [#UiM](#) [#faculty](#) and [#residents](#) in interviews as [#Ui...](#)



**Diversity Tweets** [@diversityup8](#) hours ago

RT [@MedEdChat](#): TOPIC 1: Interviewing for residency is almost over! What are lessons learned re how to create an inclusive dialogue during i...



**JGME** @JournalofGME8 hours ago

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



**Baharak Tabarsi, MD, FAAFP** @btabarsimd8 hours ago

@MedEdChat Hello! Baharak, [#FamilyMedicine](#) residency core faculty in Phx. [#MedEd](#) [#Mededchat](#)



**MedEdBot** @MedEdBot8 hours ago

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



**Deb Simpson** @debsimpson38 hours ago

T1: Agree - and just listened to review of "The Sum of Us: What Racism Costs Everyone and How we can prosper together" - hoping more ideas in there! Was fascinating... [#structural](#) issues! [#MedEdChat](#)



**Lauren Mazzurco** @LaurenMazzurco8 hours ago

Sharing the institution efforts and/or [#medstudent](#) &/or [#resident](#) initiative interests has helped open dialogue Ex of institution actions aligning w/beliefs helpful [#MedEdChat](#)



**MedEdBot** @MedEdBot8 hours ago

RT @AlexisLRossi1: Come join the [#MedEdChat](#) to discuss an important [#DEI](#) topic for [#MedEd](#) - inclusive interviews! <https://t.co/a31kfywz4e>



**Alexis L. Rossi** @AlexisLRossi18 hours ago

RT @debsimpson3: T1 Blind interviewers to applicants' cognitive application data. Include [#UiM](#) [#faculty](#) and [#residents](#) in interviews as [#Ui...](#)



**MedEdBot** @MedEdBot8 hours ago

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



**MedEdBot** @MedEdBot8 hours ago

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



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

TOPIC 2: Teaching about [#DEI](#) can be challenging especially in [#clinical](#) [#workplace](#). What are best strategies and resources you've found/used to address this topic in the 2-3 minutes you might have in this setting? Any [#microaggression](#) approaches? [#MedEdChat](#)



**Sherine Salib** @DrSherineSalib8 hours ago

@debsimpson3 @DrMedEd\_itor @MedEdChat T1. It's important to discuss departmental work around enhancing equity, diversity & inclusion. Give concrete examples of actions being taken & invite interviewees to give their input. Listen. Be honest & open to feedback. [#MedEdChat](#)



**Gail Sullivan** @DrMedEd 8 hours ago

T1 LISTEN - open to feedback - so true #mededchat #jgme #diverity #DEI



**Deb Simpson** @debsimpson38 hours ago

@DrSherineSalib @DrMedEd\_itor @MedEdChat T1 - Actions speak louder than words. A Mission Statement on a website isn't the same as a "lived mission" with examples during interviews! No More just walking... #MedEdChat <https://t.co/JoePUvpqoD>



**Baharak Tabarsi, MD, FAAFP** @btabarsimd8 hours ago

@MedEdChat T1 : honesty, acknowledgment of past and/or present deficiencies and plans for improvement. Plans should be specific and meaningful. #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

T2 When practiced & role modeled by #residents #GME faculty #microaggression #allyship can occurs in clinical settings too independent of source. Build #DEI #GME affinity groups to provide infrastructure as has @HopkinsMedicine via a council #MedEdChat <https://t.co/3Q46BbagNp>



**Heather Paladine** @paladineh8 hours ago

@debsimpson3 @QuentinYoumans The balance is challenging. Programs without a large number of URM residents may consider options like a diversity-focused event in addition to interviews. #MedEd #mededchat



**Sherine Salib** @DrSherineSalib8 hours ago

@MedEdChat T2. I recently started implementing "Equity Rounds" & "Disparity Pauses". We dedicate time at the end of rounds 1x/week to discuss health equity issues that affect our patients & ideas to start to address those issues. I tell my team that we are learning together. #MedEdChat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

T2 Exploring #microaggressions with learners is one way to make them aware. Many #medstudents experience them regularly <https://t.co/pieYa9L8aF> #mededchat



**Quentin Youmans** @QuentinYoumans8 hours ago

RT @debsimpson3: T1 Blind interviewers to applicants' cognitive application data. Include #UiM #faculty and #residents in interviews as #Ui...



**Lauren Mazzurco** @LaurenMazzurco8 hours ago

A2: love the article from acad med on 12 tips for responding to #microaggressions. Also someone suggested having a word for team to use in case someone heard/witnessed micro aggression (even from faculty/resident) that needs to be addressed later/after rounds etc. #MedEdChat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@LaurenMazzurco Here is the link to the article <https://t.co/1zymb9pHhL> #mededchat



**Sherine Salib** @DrSherineSalib8 hours ago

@MedEdChat T2. Open, honest & sometimes uncomfortable conversations about #equity are a good start. It's ok if you are uncomfortable. Acknowledge that to your learners & learn together. #MedEdChat



**Teresa Hartman** @thartman2u8 hours ago

RT @GLBDallaghan: @LaurenMazzurco Here is the link to the article <https://t.co/1zymb9pHhL> #mededchat



**Alexis L. Rossi** @AlexisLRossi18 hours ago

RT @DrSherineSalib: @MedEdChat T2. I recently started implementing “Equity Rounds” & “Disparity Pauses”. We dedicate time at the end of r...



**Gail Sullivan** @DrMedEd\_itor8 hours ago

@MedEdChat T2 small (very!) group discussions w/ skillful facilitators. Groups >6 people inhibit honest discussion. Most important (& precious) resource: knowledgeable faculty, upper level trainees. #MedEdChat #jgme #diversity #equity #inclusion #facultydiversity



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

RT Deb Simpson @debsimpson3 T2 - How are people using issues with protocols and labtests eg, GFR, pulse ox, etc during clinical work roads as avenues for #DEI understanding, growth, change? @DrMedEd\_itor @btabarsimd @paladineh @DrSherineSalib #mededchat



**Lauren Mazzurco** @LaurenMazzurco8 hours ago

A2: also just asking if we(the team) might be missing anything or need to ask more questions because of our own implicit biases— using system 2 of dual process theory #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

RT @LaurenMazzurco: A2: love the article from acad med on 12 tips for responding to #microaggressions. Also someone suggested having a word...



**Baharak Tabarsi, MD, FAAFP** @btabarsimd8 hours ago

@MedEdChat T2: I teach around patient cases as we are precepting in clinic. We look at #SDOH daily and integrate them into the care of the patient. Often that will spark dialogue around #DEI and our role as clinicians. #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

@LaurenMazzurco T2 We use the Microaggressions Triangle Model - based on #SocialJustice principles to frame responses - as it makes it clear how everyone is accountable for learning and moving forward. #MedEdChat doi: 10.1097/ACM.0000000000003692



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

TOPIC 3: What strategies and resources have you successfully used to assess #clinicalteachers and #learners specific to #DEI ? What program evaluation strategies are you using? Any evidence based recs? #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

T3 @AuroraGME added #DEI specific item to #GME-wide evaluation forms + added a #DEI V1.0 "structural fluency" milestone to every program to provide formative data working based on lit doi: 10.1097/ACM.0000000000003559. Tx to @JakeBidwell @cottageviper @AAH\_StLukesCV #MedEdChat <https://t.co/VFPJfzdsOa>



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

RT @debsimpson3: T3 @AuroraGME added #DEI specific item to #GME-wide evaluation forms + added a #DEI V1.0 "structural fluency" milestone to...



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

RT @debsimpson3: @LaurenMazzurco T2 We use the Microaggressions Triangle Model - based on #SocialJustice principles to frame responses - as...



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

RT @GLBDallaghan: @LaurenMazzurco Here is the link to the article <https://t.co/1zymb9pHhL> #mededchat



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

RT @GLBDallaghan: T2 Exploring #microaggressions with learners is one way to make them aware. Many #medstudents experience them regularly h...



**Sherine Salib** @DrSherineSalib8 hours ago

@MedEdChat T3. I use a combination of didactic, classroom-based + clinical, "at the bedside" approach to teaching learners about health equity. Both are important. AAIM has great resources: <https://t.co/DZzge1ghJY> #MedEdChat



**Gary Beck Dallaghan** @GLBDallaghan8 hours ago

@debsimpson3 @AuroraGME @JakeBidwell @cottageviper @AAH\_StLukesCV T3 Thanks for sharing this. It's something we're exploring so having additional ideas is helpful! #mededchat



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

RT @DrSherineSalib: @MedEdChat T3. I use a combination of didactic, classroom-based + clinical, "at the bedside" approach to teaching lear...



**Deb Simpson** @debsimpson38 hours ago

@btbarsimd @MedEdChat T2 Some require #SDOH as part of patient presentation - as way to highlight need for deeper understanding re #DEI and #UiM. #MedEdChat



**Alexis L. Rossi** @AlexisLRossi18 hours ago

RT @LaurenMazzurco: A2: love the article from acad med on 12 tips for responding to #microaggressions. Also someone suggested having a word...



**Alexis L. Rossi** @AlexisLRossi 18 hours ago

RT @GLBDallaghan: T2 Exploring #microaggressions with learners is one way to make them aware. Many #medstudents experience them regularly h...



**Lauren Mazzurco** @LaurenMazzurco 8 hours ago

A2: w/ @AmerMedicalAssn we have developed new h&p that includes domains relevant to expanded Soc history including SDOH - prompts thought and discussion among team members #MedEdChat



**Deb Simpson** @debsimpson38 38 hours ago

T3 - these are hard questions and curating resources is getting even more difficult as some many sites are popping up. Any additional ones you all recommend beyond AAIM? #MedEdChat



**Alexis L. Rossi** @AlexisLRossi 18 hours ago

#DEI specific topics in #clinicalassessment for #MedEd thanks for sharing the example @debsimpson3



**Stephanie Starr, MD** @StephRStarr 8 hours ago

Ping @imanfhasan



**Deb Simpson** @debsimpson38 38 hours ago

@LaurenMazzurco @AmerMedicalAssn Thanks @LaurenMazzurco - and have been on this site - found it helpful... but seems to have a little less evidence re: #MedEd -- or am I not reading carefully enough (more likely the later)... #MedEdChat <https://t.co/e2mH5hgsW2>



**AllyshipBot** @AllyshipBot 8 hours ago

RT @debsimpson3: T2 When practiced & role modeled by #residents #GME faculty #microaggression #allyship can occurs in clinical settings too...



**MedEd Chat (hosted by ACE)** @MedEdChat 8 hours ago

TOPIC 4: As we all are making the journey to create inclusive #clinical #learning environment, what strategies and tools have you successfully used for DE&I clinician #facultydevelopment? #MedEdChat



**Deb Simpson** @debsimpson38 38 hours ago

@AlexisLRossi1 Any other examples of assessments or evaluations? - know @AAMCtoday is working on #DEI competencies across the continuum... #MedEdChat



**Lonika #wearyourmask Sood** @sood\_lonika 8 hours ago

@debsimpson3 @DrSherineSalib @DrMedEd\_itor @MedEdChat T1: when talking with IMGs consider clarifying terminology... SDOH isn't something that translates across the world #MedEdChat



**Heather Paladine** @paladineh 8 hours ago

@debsimpson3 @AuroraGME @JakeBidwell @cottageviper @AAH\_StLukesCV This would be useful for faculty evaluation as well #meded #MedEdChat



**Deb Simpson** @debsimpson38 hours ago

T4 Use Peer Power for #FacDev! Provide data– Ex Step 1-2 in #GME ranking "Yes exam performance predicts future exam performance BUT exam scores do NOT meaningfully correlate w resident milestones ratings" #MedEdChat #DEI <https://t.co/e3EXym8BkV> & <https://t.co/BsudVkB77n> <https://t.co/NBnxx03u> fZ



**Lonika #wearyourmask Sood** @sood lonika8 hours ago

@MedEdChat T2: still learning... perhaps that is one answer? Model humility and curiosity... call out when this happens #MedEdChat



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

RT @debsimpson3: T4 Use Peer Power for #FacDev! Provide data– Ex Step 1-2 in #GME ranking "Yes exam performance predicts future exam perfor...



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

RT Lauren Mazzurco @LaurenMazzurco Replying to @LaurenMazzurco @debsimpson3 and 3 others Using peer observation/eval, simulation, and self assessment/intentional reflection #MedEdChat



**Sherine Salib** @DrSherineSalib8 hours ago

@debsimpson3 @AlexisLRossi1 @AAMCtoday T3. Our medical school is adding Health Equity as a core competency, alongside all the other big, traditional core competencies such as patient care, professionalism, interpersonal/communication skills, etc This underscores its importance. It is no trivial matter. #MedEdChat



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

RT Lauren Mazzurco @LaurenMazzurco 2m Replying to @debsimpson3 @AlexisLRossi1 @AAMCtoday This is not only knowledge and skill... but also VALUING this! @EVMSedu we are embarking on #culturalhumility for this reason #mededchat



**Deb Simpson** @debsimpson38 hours ago

@sood lonika @MedEdChat Absolutely powerful... Those "who dare to teach must never cease to learn" John Cotton Dana #MedEdChat <https://t.co/ABCJve3EYR>



**Deb Simpson** @debsimpson38 hours ago

T4 Use #podcasts for #FacDev! Listen, share, discuss, curate. They activate listeners, promote active #allyship. We included an @RadioMilwaukee "By Every Measure" episode as prep for #GME retreat to make it "local". #MedEdChat @Szkamal @ShreyaTrivediMD <https://t.co/TAzo7nJgqx>



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

RT @debsimpson3: T4 Use #podcasts for #FacDev! Listen, share, discuss, curate. They activate listeners, promote active #allyship. We includ...



**Lonika #wearyourmask Sood** @sood\_lonika8 hours ago  
T4: call out micro aggressions when they occur, be an ally- hot topic this week...#MedEdChat



**Baharak Tabarsi, MD, FAAFP** @btabarsimd8 hours ago  
@MedEdChat T4: Many of the usual talks, webinars, etc. I find that creating small groups/book clubs can create more intimate and safe spaces for meaningful dialogue which then needs to be followed by concrete action. #MedEdChat



**Deb Simpson** @debsimpson38 hours ago  
@sood\_lonika Agree!! #Upstanders are essential... they help establish the norms! Addresses the #informalcurriculum in #meded #MedEdChat



**Ian Pereira** @lanJPereira8 hours ago  
RT @MedEdChat: TOPIC 4: As we all are making the journey to create inclusive #clinical #learning environment, what strategies and tools hav...



**MedEd Chat (hosted by ACE)** @MedEdChat8 hours ago  
RT @sood\_lonika: T4: call out micro aggressions when they occur, be an ally- hot topic this week...#MedEdChat



**Deb Simpson** @debsimpson38 hours ago  
@btabarsimd @MedEdChat We've tried book clubs yet people struggle to find time to read - let alone attend. How are you making that happen? Looking for guidance #MedEdChat



**Ian Pereira** @lanJPereira8 hours ago  
@MedEdChat Great topic and question. Sorry I missed most of #MedEdChat tonight. I've seen #mentorship support/programs, including for faculty, suggested. Bit of a plug - will be part of our discussion this weekend on #RadOnc #jc <https://t.co/U4iDunlUYf> c @jesstrier



**MedEd Chat (hosted by ACE)** @MedEdChat8 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 hours ago  
T4 Be creative re #DEI #FacDev- write a letter using song lyrics from-for ex @Lin\_Manuel- to make your point- WTG @DrJRMarcelin @arghavan\_salles @aoglasser my #rolemodels as I continue to "look around, look around" for #MedEd #innovation #MedEdChat <https://t.co/qCH2bT45c4> <https://t.co/AXw1U5h7py>



**Deb Simpson** @debsimpson38 hours ago  
@lanJPereira @MedEdChat @jesstrier Absolutely #mentorship -- check at @QuentinYoumans STRIVE Initiative. It's a A Resident-Led Mentorship Framework for Underrepresented Minority Medical Students <https://t.co/cOUSBhPJt6> #MedEdChat



**MedEd** @TelehealthBot 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



**Ian Pereira** @IanJPereira 8 hours ago

@MedEdChat And speaking of #facdev, I know there are some EDI mentorship programs pending for #RadOnc. Curious if there will be bi-directional experiences from mentors-mentees, even for programs focused on trainees, with external support.

c @ChaurasiaMD @IvyRadOncMD #CHEDI #MedEdChat



**MedEd** @TelehealthBot 8 hours ago

RT @debsimpson3: T4 Be creative re #DEI #FacDev- write a letter using song lyrics from-for ex @Lin\_Manuel- to make your point- WTG @DrJRMar...



**JGME** @JournalofGME 8 hours ago

RT @debsimpson3: @IanJPereira @MedEdChat @jesstrier Absolutely #mentorship -- check at @QuentinYoumans STRIVE Initiative. It's a A Resident...



**Ian Pereira** @IanJPereira 8 hours ago

RT @debsimpson3: T4 Use Peer Power for #FacDev! Provide data- Ex Step 1-2 in #GME ranking "Yes exam performance predicts future exam perfor..."



**Deb Simpson** @debsimpson3 8 hours ago

Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/lyiBJMr7Ri>, see call for papers on #DEI #Justice in #GME. Great podcast moderated by @MotherinMed on holistic review! <https://t.co/lyiBJMr7Ri> <https://t.co/peBoToJe6N>



**OpenSource Orgs** @opensource\_orgs 8 hours ago

RT @debsimpson3: Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/lyiBJMr7Ri>



**Sherine Salib** @DrSherineSalib 8 hours ago

@MedEdChat T4. I think that the key to equity in healthcare and medical education is being intentional & deliberate in all we do. There is no one magical solution, but keeping equity at the forefront of all we do is key. #MedEdChat



**Ian Pereira** @IanJPereira 8 hours ago

@debsimpson3 @MedEdChat Curious if peer mentorship can also be recognized for faculty (& trainees) in an academic setting - i.e. incentive alignment #MedEdChat T4



**Deb Simpson** @debsimpson3 8 hours ago

@DrSherineSalib @MedEdChat It's a journey... and working with all you make it easier as we #learn together! Thanks @MedEdChat for making this happen #MedEdChat



**Ian Pereira** @IanJPereira8 hours ago

@debsimpson3 @sood\_lonika Can be tough...in environments when such 'callouts' may be far from encouraged, are there safe ways to address? #MedEdChat T4



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

#MedEdChat will be taking a week off. We will return on March 4th!



**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



**Ian Pereira** @IanJPereira8 hours ago

RT @debsimpson3: @DrSherineSalib @MedEdChat It's a journey... and working with all you make it easier as we #learn together! Thanks @MedEdC...



**JGME** @JournalofGME8 hours ago

RT @debsimpson3: Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/1zymb9pHhL>



**Sherine Salib** @DrSherineSalib8 hours ago

RT @DrSherineSalib: @MedEdChat T2. I recently started implementing "Equity Rounds" & "Disparity Pauses". We dedicate time at the end of r...



**Ian Pereira** @IanJPereira8 hours ago

@GLBDallaghan @MedEdChat Great piece! The more we dig into it, hopefully the more areas we can improve for individuals & organizations. Some are more visible than others. Any suggestions on how to counter microaggressions, especially at the trainee level? #MedEdChat T2



**Ian Pereira** @IanJPereira8 hours ago

RT @GLBDallaghan: @LaurenMazzurco Here is the link to the article <https://t.co/1zymb9pHhL> #mededchat



**Tas Kapetanios MD** @TKapetanios7 hours ago

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**Ian Pereira** @IanJPereira7 hours ago

@GLBDallaghan @MedEdChat @LaurenMazzurco +1 - quite helpful, I think even for trainees! In busy environments or depending on mutual comfort, I imagine not all educators have opportunity to address this. Having an opportunity to anchor with a framework to prepare & reflect, from a trainee perspective, helps! #MedEdChat



**Ian Pereira** @IanJPereira7 hours ago

@debsimpson3 @MedEdChat @AuroraGME @JakeBidwell @cottageviper @AAH StLukesCV I imagine this may be of interest to any disciplines reviewing their competency curriculum with the increases focus of EDI lenses! @IvyRadOncMD @ChaurasiaMD @ktye #MedEdChat T3



**MedEdBot** @MedEdBot7 hours ago

RT @debsimpson3: T4 Be creative re #DEI #FacDev- write a letter using song lyrics from-for ex @Lin\_Manuel- to make your point- WTG @DrJRMar...



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**Ian Pereira** @IanJPereira7 hours ago

RT @DrSherineSalib: @MedEdChat T2. Open, honest & sometimes uncomfortable conversations about #equity are a good start. It's ok if you a...



**Ian Pereira** @IanJPereira7 hours ago

RT @debsimpson3: @sood Ionika @MedEdChat Absolutely powerful... Those "who dare to teach must never cease to learn" John Cotton Dana #MedEd...



**Ian Pereira** @IanJPereira7 hours ago

#MedEdChat <https://t.co/8PvutT30vF>



**sciBot** @sciBot67 hours ago

RT @debsimpson3: Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/8PvutT30vF>



**Ian Pereira** @IanJPereira7 hours ago

@DrSherineSalib @debsimpson3 @DrMedEd\_itor @MedEdChat And from a step prior, I try to encourage support for EDI work at higher levels - often may go unnoticed (i.e. from volunteering in the community to research to practice-changing programs) Otherwise, putting on an EDI face may lead to mismatched expectations, I fear #MedEdChat



**Ian Pereira** @IanJPereira7 hours ago

RT @debsimpson3: @DrSherineSalib @DrMedEd\_itor @MedEdChat T1 - Actions speak louder than words. A Mission Statement on a website isn't the...



**Merle Carter, MD, FACEP** @emedpd7 hours ago

RT @debsimpson3: T4 Use #podcasts for #FacDev! Listen, share, discuss, curate. They activate listeners, promote active #allyship. We includ...



**Ian Pereira** @IanJPereira7 hours ago

RT @debsimpson3: @IanJPereira @MedEdChat @jesstrier Absolutely #mentorship -- check at @QuentinYoumans STRIVE Initiative. It's a A Resident...



**Jacqueline Shaia, MS** @JacquelineShaia7 hours ago

When a paper finally gets accepted!! I can't wait to share with you my latest work which is an educational piece regarding giant cell tumor of

bone #AcademicChatter #AcademicTwitter #MedEdChat #MedTwitter #MedEd #pathology <https://t.co/wFu0VFLwGT>



**Ian Pereira** @IanJPereira7 hours ago

@debsimpson3 @MedEdChat @jesstrier @QuentinYoumans Thanks! I've found that near-peer mentorship can be very helpful. However, in the context of busy training programs & topics that may be ~controversial, that added structured support from institution champions can be vital. #MedEdChat c @DrMalaJoneja <https://t.co/LBITECvxsh>



**AllyshipBot** @AllyshipBot7 hours ago

RT @debsimpson3: T4 Use #podcasts for #FacDev! Listen, share, discuss, curate. They activate listeners, promote active #allyship. We includ...



**Kristina Dzara, PhD, MMSc** @KristinaDzara7 hours ago

RT @debsimpson3: Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/0TTVvSSrAz>



**MedEdBot** @MedEdBot6 hours ago

RT @JacquelineShaia: When a paper finally gets accepted!! I can't wait to share with you my latest work which is an educational piece regar...



**The Lightweaver** @tw\_bhav6 hours ago

#CancerResearch #blr #MedEdChat #MedTwitter #OncoAlert



**Ian Pereira** @IanJPereira6 hours ago

@DrSherineSalib @MedEdChat My old friends @Royal\_College :) I wish there was more oomph to test some of their thoughts, more. Perhaps with some formal RC #mentorship @STangGirdwood ? :) #MedEdChat #RadOnc #jc



**MedEd** @TelehealthBot6 hours ago

RT @tw\_bhav: #CancerResearch #blr #MedEdChat #MedTwitter #OncoAlert <https://t.co/0TTVvSSrAz>



**Lonika #wearyourmask Sood** @sood\_lonika6 hours ago

RT @debsimpson3: Honored to be amongst #JGME editors who co-hosted #MedEdChat tonight. @JournalofGME is now #opensource! Check it out <https://t.co/0TTVvSSrAz>



**iamjustavisualperson** @priyankasacheti6 hours ago  
 RT @tw\_bhav: #CancerResearch #blr #MedEdChat #MedTwitter #OncoAlert



**Arghavan Salles, MD, PhD** @arghavan\_salles5 hours ago  
 RT @debsimpson3: T4 Be creative re #DEI #FacDev- write a letter using song lyrics from-for ex @Lin\_Manuel- to make your point- WTG @DrJRMar...



**Mohsin Furqan** @MM\_Furqan5 hours ago  
 Best practices for #tweetorial #MedEd #MedEdChat #MedTwitter #MedStudentTwitter



**MedEdBot** @MedEdBot4 hours ago  
 RT @MM\_Furqan: Best practices for #tweetorial #MedEd #MedEdChat #MedTwitter #MedStudentTwitter <https://t.co/XQ4Yar6rMM>



**Liz** @liztbec4 hours ago  
 RT @debsimpson3: T1 Blind interviewers to applicants' cognitive application data. Include #UiM #faculty and #residents in interviews as #Ui...

## The #MedEdChat Influencers

### Top 10 Influential



**@debsimpson3** 100



**@MedEdChat** 83



**@DrSherineSalib** 81



**@DrMedEd\_itor** 70



**@QuentinYoumans** 67



**@LaurenMazzurco** 63



**@AAH\_StLukesCV** 62



**@cottageviper** 62



**@JakeBidwell** 62

 [@AuroraGME](#) 62

### Prolific Tweeters

 [@debsimpson3](#) 22

 [@IanJPereira](#) 19

 [@MedEdChat](#) 19

 [@DrSherineSalib](#) 9

 [@MedEdBot](#) 8

 [@DrMedEd\\_itor](#) 6

 [@AlexisLRossi1](#) 5

 [@LaurenMazzurco](#) 5

 [@JournalofGME](#) 4

 [@btabarsimd](#) 4

### Highest Impressions

 [@MedEdChat](#) 168.4K

 [@IanJPereira](#) 68.0K

 [@arghavan\\_salles](#) 38.4K

 [@JournalofGME](#) 32.6K

 [@MedEdBot](#) 22.0K



[@debsimpson3](#) 19.7K



[@KristinaDzara](#) 6.5K



[@GLBDallaghan](#) 5.1K



[@QuentinYoumans](#) 4.9K



[@AlexisLRossi1](#) 4.3K

## The Numbers

405.731K Impressions

132 Tweets

32 Participants

16 Avg Tweets/Hour

4 Avg Tweets/Participant

Twitter data from the [#MedEdChat](#) hashtag from Thu, February 18th 2021, 9:05PM to Fri, February 19th 2021, 5:35AM (America/New\_York) – Symplur.