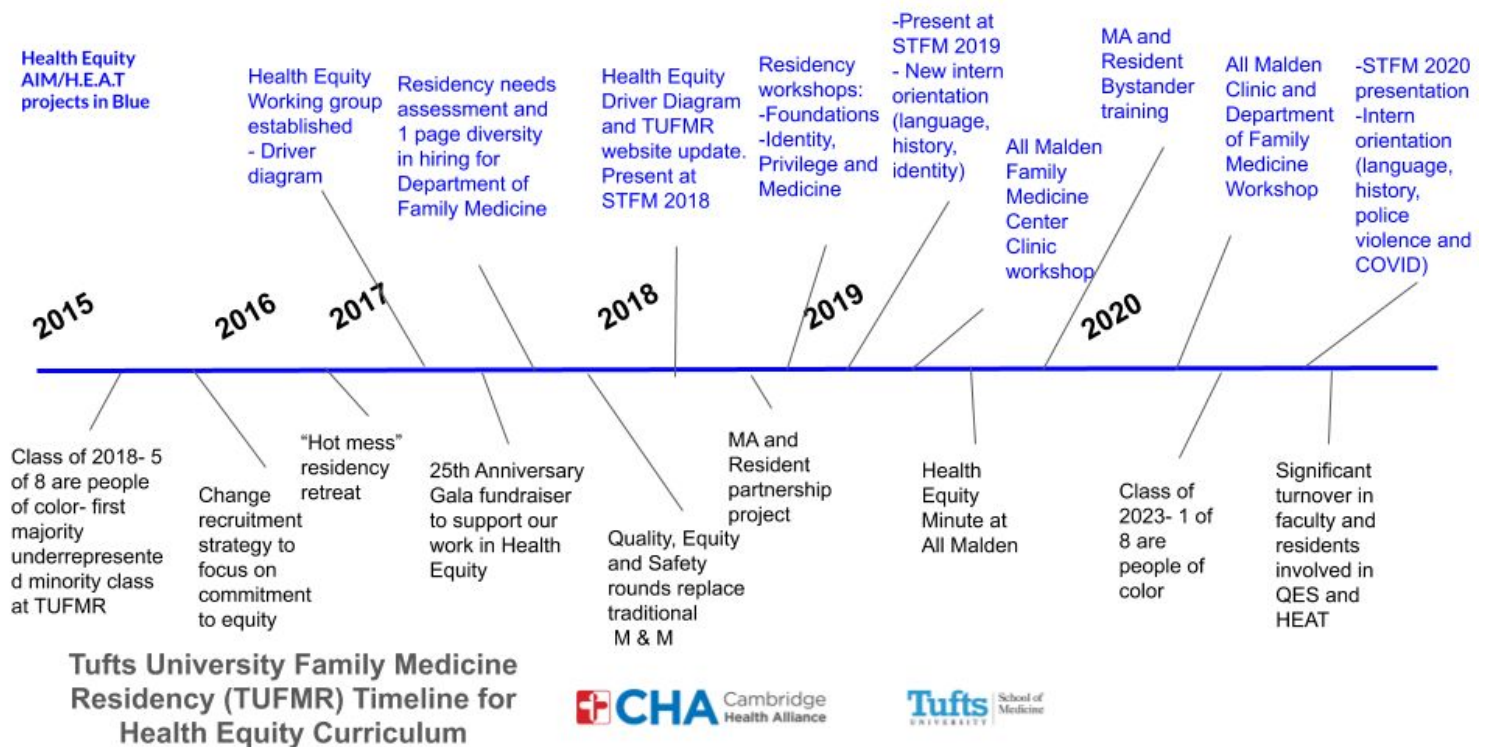


## TUFMR Health Equity Action Team

HEAT or the Health Equity Action Team was founded as a working group to address inequity affecting the residency, and therefore impacting patient care. We're addressing racism and its effects on an individual and residency wide level. We're creating a culture to continue the family medicine revolution here at TUFMR!



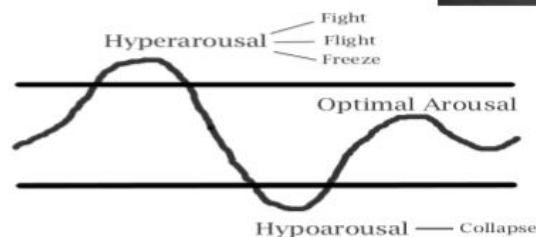
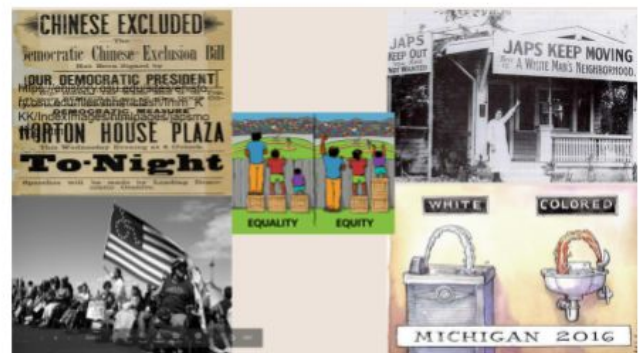
From changing our recruitment to a “blinded” system as well as resident led equity workshops and bystander training sessions, residents are empowered to be the leading voice of this movement.....



Listen to [Dr. Tia Tucker's \(TUFMR Class of 2020\) speech at the My Brother's Keeper Rally](#)

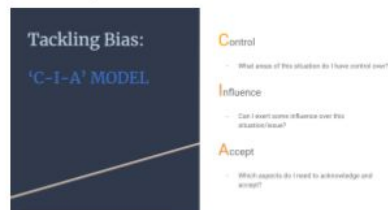
## Residency Workshop 1 (2018)

- Focused on teaching history/shared language
- Used multiple formats for learning including games
- Only residents
- Dedicated time
- Window of tolerance tool



## Residency Workshop 2

- Focused on Identity and Privilege
- Helped residents understand their role/power at the macro and micro level
- Practiced skills to use to address the bias at the macro and micro level
- Introduced affinity groups and caucusing
- Some faculty participation



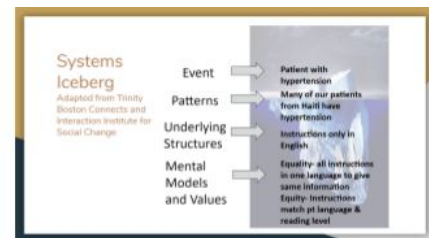
What would it mean for you to wear your beads noticeably for the rest of the day?

Can we, or do we hide our privilege on a daily basis?

Questions for Thought

## All Malden

- Short training with MAs, residents, and staff
- Bringing health equity lens to everyone's work



### Health Disparities

Recall the video we watched a few weeks ago...

Today we want to look at individual cases of poor health outcomes

AND

look BEYOND individuals to patterns, structures, and values in our healthcare system

### SDOH & Health Equity - Some ways you are already doing work to address these!



**Social and Community Context**

**Education**

**Neighborhood and Environment**

**Health and Health Care**

**Economic Stability**

- Group Visits
- Transportation-Taxi Vouchers
- Food Insecurity - WIC, Project Bread, Farmer Dave
- Housing- Patient Resource Coordinators (PRC)
- Appointment access
- Substance Abuse Treatment
- Health insurance- Financial Aid
- Access to interpreters
- Community clean-ups
- Mental Health Providers
- Support at local schools
- Literacy - (Reach Out And Read)



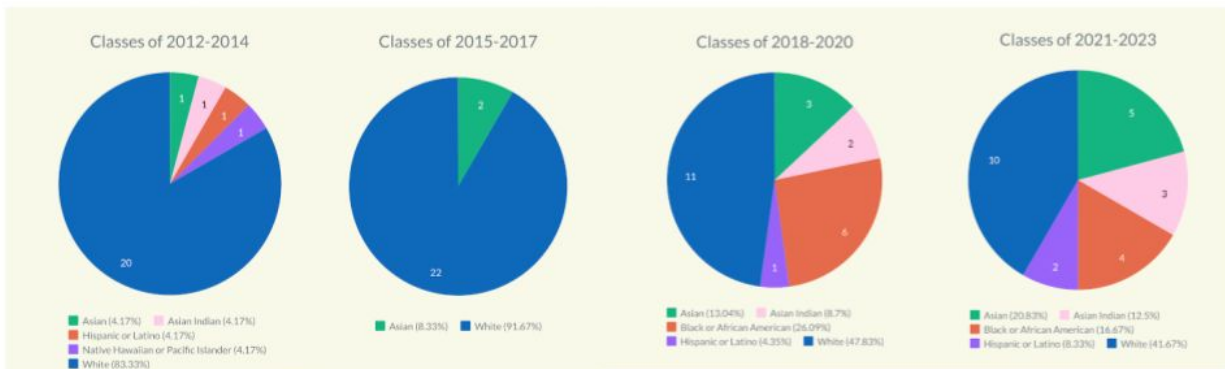
## Department Wide Health Equity Retreat



January 2020

- Definitions
- Game of privilege
- Modified from Bramesfield's  
<https://journals.sagepub.com/doi/full/10.1177/0098628316662758>
- Framing and Claiming: how to know if org is antiracist
- Microaggressions in medicine
- Speakers/panel

## Recruitment



Residents are also encouraged to present our work at national conferences:

**Quest to confront inequity, racism and disparities: It's a long road, but we had to start somewhere**

Emilie Biondokin, MD  
Faiz Bayo-Awoyemi MD  
Janell Corbett  
Amiesha Panchal, MD  
Matthew Desir, MD  
Chukwueloka Obionwu, MD  
Tia Tucker MD  
Lakesha Williams, MD, MS  
Caitlin D'Agata, MD

Join the conversation on Twitter: #STFM19

CHA Cambridge Health Alliance

Tufts University School of Medicine

**NEXT STOP ON THE HEALTH EQUITY QUEST—ADVENTURES IN ENGAGING STAFF AND MAINTAINING MOMENTUM**

Health Equity Action Team (HEAT)  
Tufts Family Medicine Residency at Cambridge Health Alliance  
Janell Corbett  
Caitlin D'Agata MD  
Tia Tucker MD, MPH

**Tufts Family Medicine Residency at Cambridge Health Alliance:  
Sampler of our frontline equity work**

December 9, 2019

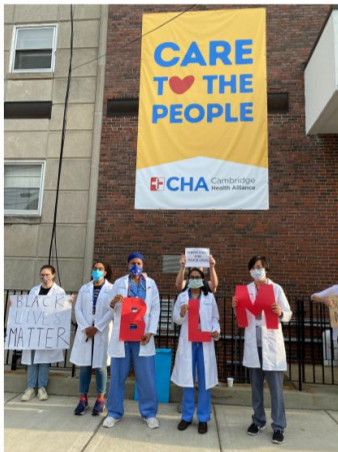
Judy Fleishman, PhD

Director, Behavioral Science, Quality Improvement, and Leadership Development

Tia Tucker, MD, MPH

PGY 3 Family Physician

STFM teach& transform



2020 STFM Annual Conference



## Future endeavors

Topics asked for by our staff include:

- Mortality & Debunking "it's your genes" & victim blaming for burden
- Representation (or lack thereof) in medicine, why diversity matters
- The effects of intersectionality on health equity
- Specific practice data (MFMC CRC, HTN, HTN, DM rates...) what are our disparities

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SOCIETY OF TEACHERS OF  
FAMILY MEDICINE

**We are so excited to work with our residents to break barriers to equity and welcome the opportunity to continue the Family Medicine Revolution in 2020!**