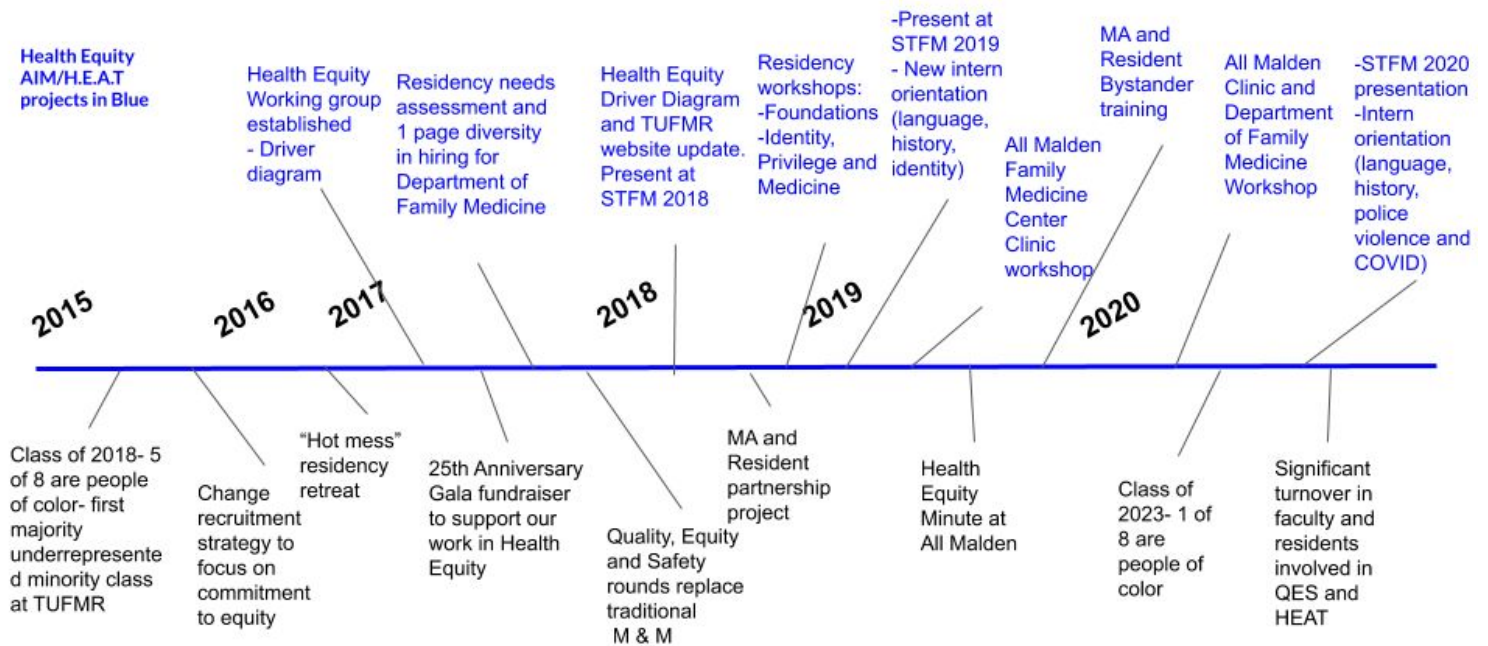




TUFMR Health Equity Action Team

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!



Tufts University Family Medicine Residency (TUFMR) Timeline for Health Equity Curriculum



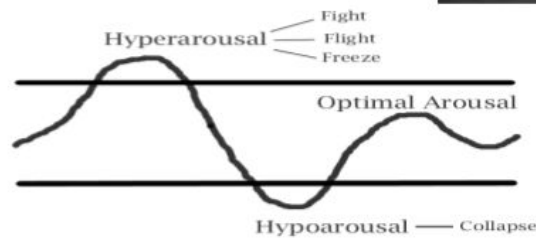
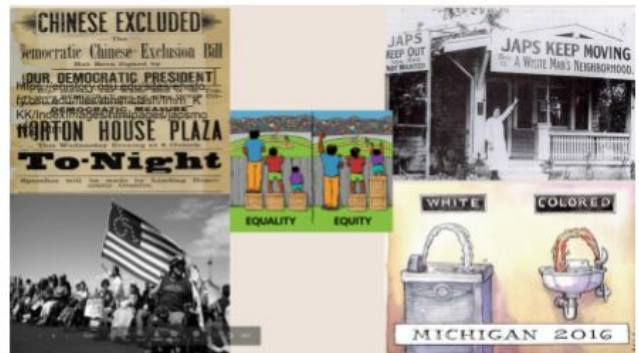
From changing our recruitment to a “blinded” system as well as resident led equity workshops and bystander training sessions, residents are empowered to be the leading voice of this movement.....



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

Tackling Bias:
‘C-I-A’ MODEL

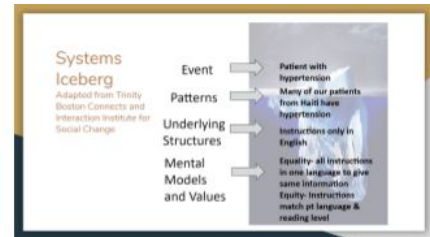
Control
- What areas of this situation do I have control over?

Influence
- Can I exert some influence over this situation/situation?

Accept
- Which aspects do I need to acknowledge and accept?

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!

- 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!)

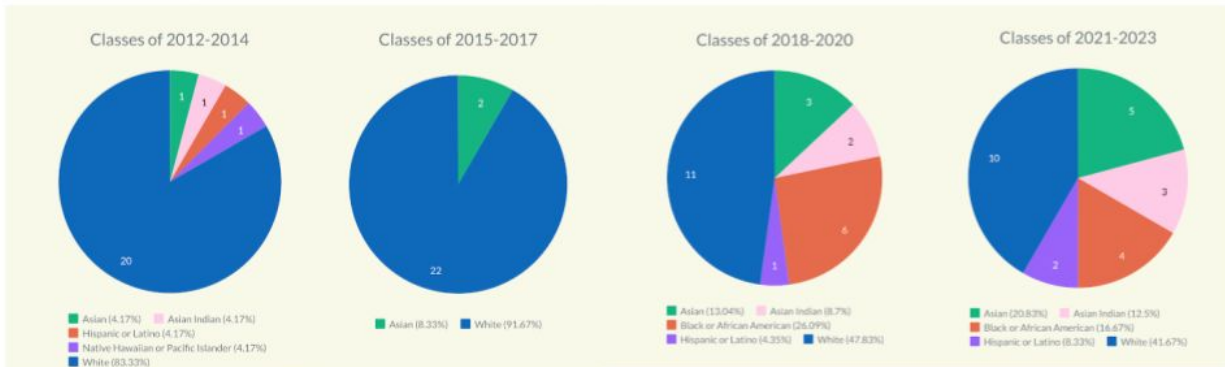
Department Wide Health Equity Retreat



- 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:

