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

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- Short training with MAs, residents, and staff
- Bringing health equity lens to everyone’s work
Residents are also encouraged to present our work at national conferences:
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!