

STFM Antiracism Action Plan Tactics/Action Items

Strategic Plan Objective	Tactic/Action Item
<p>Create institutional change:</p> <ul style="list-style-type: none"> • Help members identify racist structures and behaviors within their institutions and work with leaders to implement change. • Provide family medicine faculty and learners the knowledge and skills to be effective advocates for antiracism policies and practices in their institutions and communities. 	<ul style="list-style-type: none"> • Create a confidential online assessment that departments and programs can use to evaluate their current structures and policies. Link results to resources for improvement. This assessment may be based on the Association of Family Medicine Residency Directors' DEI Milestones. • Conduct a summit with Diversity Officers and Health System Senior leaders to Empower participants to work as teams to identify racist structures and behaviors within their academic institutions and become leaders for change. • Initiate and develop relationships with external organizations to drive actions leading to addressing racism in medicine. • Explore developing an Antiracism Performance Improvement Activity where family medicine faculty meet PI requirements for continuing certification by implementing projects to reduce the prevalence of racism in their institutions.
<p>Promote allyship:</p> <ul style="list-style-type: none"> • Enhance the knowledge and skills of family medicine faculty and learners in bestowed power and intercultural humility so they may more effectively serve as allies to BIPOC peers and trainees. • Help STFM members take action as upstanders 	<ul style="list-style-type: none"> • Implement an antiracism learning collaborative with one URM faculty member and one ally (pairs) from up to 20 family medicine departments or residency programs. • Educate members on being effective allies. • Share examples of microaggressions and strategies for responding to microaggressions.
<p>Model antiracism:</p> <ul style="list-style-type: none"> • Integrate an antiracist analysis and identity into the work of all STFM resources and programming provided to members. 	<ul style="list-style-type: none"> • Create and/or promote the use of tools to help authors of STFM resources incorporate antiracism, health equity and social justice themes into their materials.
<p>Empower the next generation to impact change:</p> <ul style="list-style-type: none"> • Provide support to STFM members in their efforts to transform family medicine educators, learners, and their institutions to be more antiracist. 	<ul style="list-style-type: none"> • Create or link to antiracism curriculum for the Family Medicine Residency Curriculum Resource. • Develop and/or disseminate training and mentorship for residents and students on the history of racism, advocacy skills, combatting racism in medical schools and residency programs, and how to dismantle the institutional racism they will encounter in their careers. • Provide opportunities for students to teach about racism.

1. The Aspen Institute. Racial equity: 11 Terms you should know to better understand structural racism. <https://www.Aspeninstitute.org/blog-posts/structural-racism-definition>. Published July 11, 2016 Accessed March 22, 2021.
2. Shim, Ruth S. MD, MPH Dismantling Structural Racism in Academic Medicine: A Skeptical Optimism, Academic Medicine: December 2020 - Volume 95 - Issue 12 - p 1793-1795 doi: 10.1097/ACM.0000000000003726