

Chat Transcript

The following is a transcript of the chat from the webinar Towards Health Equity and Justice: Navigating the Emotional Toll from the Heavy Lift which recorded on January 16, 2024. The names of the contributors have been removed to protect anonymity.

Resident here- I feel so seen by this seminar. This can be exhausting and the moral injury is the greatest exhaustion point. I find programs, my own and others, will proclaim that they are DEIA-oriented but then do not create enough time and resources to implement resident ideas. We are more diverse than faculty but our ideas are often deferred and our struggles

Another issue is the pressure from administration, HR, corporate to increase diversity and questioning are we doing the job.

I except a few on our corporate DEI council are white CEO males

Thank you so much for presenting on this topic. We just had some residents from my program present a grand rounds on minority tax and highlighted information from our own program around the experiences of residents and faculty of color or in oppressed/minoritized groups. I remember being a major part of DEI work in my program and being especially concerned when I heard our match being very diverse and wondering if we could adequately support them. The work doesn't seem to end at DEI - how can we further impact belonging?

This year's partisan stalling of state funding until DEI dismantled in the UW system--just another layer of dread.

I think it is important to understand the trauma of the recent events involving Claudine Gay, Bonnie Candia Bailey, JoAnne Epps from Temple and the physical impact of being a Black woman in leadership has on health

Historical perspective: When I started my career as a family physician in academic medicine there was no permission to discuss these issues. Due to the courageous work of many advocates, we now have more diverse representation. Progress is slower than I would wish, yet I'm inspired to see and humbled to have been part of the generational changes.

Thank you for this - as a cisgender white woman I have come to understand that it is absolutely my calling and responsibility to put in the work to dismantle the structures of oppression that are deeply embedded in every American institution, including medicine and to welcome and support URM colleagues and trainees. I am also acutely aware of the extent of

*I am also acutely aware of the extent to which I am on an incredibly steep learning curve and likely to mess it up

hear, hear, Jeff! the clarion call is very true-all working to subvert and revolutionize our racist infrastructures, Together!

How can we maintain our motivation while knowing millions in our nation are supporting a candidate for president who denies racism?

This has been extremely helpful. You have provided me with some very important information about the toll of DEIA work. Recently, I became a member of a board of directors for an organization outside of medicine. At the very first meeting, the DEIA representative to the board resigned. This person had difficulty verbally expressing the toll that overwhelmed them. It was incredibly sad. So thank you for helping me to understand the DEI Burden better. I plan to contact the person who resigned and talk with them about what I learned today.

We found the same thing at our institution when we first increased our resident representation from historically excluded groups. The difference is we listened to them and started to change systems. Stopping at "D" is not enough. recognizing that Equity involves changing structures including evaluation and support, and "A", actually working towards anti-racism is what is required. Allyship is not enough. In the words of Mia McKenzie, we need co-conspirators

Thank you! This is a really important aspect to tailor regular check ins and mindful, humble investigation on the side of mentors and faculty!!

I would love to hear how you are evaluating DEI efforts in your institutions? I don't believe that implementation is enough without seeing if the needs of our oppressed trainees and faculty are actually being addressed.

Thank you very much for this session! hugely important work

This has been very informative! Does STFM have any resources for institutions and departments to use as a guide for implementing DEIA initiatives?

[The STFM Antiracism Initiative](#)

[STFM Diversity, Equity, Inclusion, and Accessibility Resources](#)

Thank you Dr. Fraser and Dr. Ring very much appreciated session.

Bravo! Thank you for sharing, supporting and inspiring us.

Thank you for this session. This has been very informative!

Thank you! I will look for the toolkit.

<https://stfm.org/antiracism>

Thank you! I will look for the resources and info!

Thank you very much! I'm so glad I attended!

Thank you!

