Establishing a Social Accountability Framework Across Dell Med’s Four Pillars

Differentiating Diversity, Inclusion and Equity

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Evolving Projects

1. Developing equity-advancing initiatives in accordance with strategic plan/map. Plan created in consultation with newly formed health equity think tank. Measures of progress to be established during creation of health equity strategic map.

2. Organizational alignment already underway through leadership of newly formed Coordinating Committee on Language Access.

3. Amplifying contributions to community led programs such as the City’s Community Health Improvement Plan and Mayor’s Institutional Racism Task Force.

4. Infusing Social Determinants of Health into the longitudinal Primary Care, Family Medicine, and Community Clerkship curriculum.

5. Narrative Medicine curriculum for medical students and residents. Learners then submit an original narrative reflection (prose, poetry, art, or other expression) inspired by their experience in the patient’s home. Goal is to increase empathy and understanding of social determinants of health, and reduce burnout by fostering human connections.

6. Unconscious bias trainings well established.

Background


2. Social Determinants of Health in Primary Care: Didactic sessions in the primary care clerkship incorporate themes of healthcare equity, health systems science, and sociopolitical history to reinforce how social determinants of health are based on structural systems that can be changed to improve equity.

Need/Gap Addressed

1. Equity needs to be differentiated from diversity and inclusion in order to delineate a focus on mitigating inequities.

2. Lack of a shared conceptualization of health equity.

3. School’s pillars are siloes.

4. Most community and equity work is in Population Health.

5. Community demand for measurable social accountability and eliminating disparities is high.

6. Innovative UME curriculum must diffuse into GME experience.

7. Evidence base for impact of training about bias, racism and social determinants is still evolving.

8. Social accountability must undergird all pillars.

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