Annotated List of <u>Resources</u> on Equity, Diversity, and Inclusion (EDI) for Education
Compiled by the AAP Committee on CME (COCME)

This document contains a list of annotated EDI resources for Medical Educators to refer to as they are creating their teaching materials. **It contains general resources and training and assessment tools along with their sources and descriptions.** Please refer to the COCME's website for more information to [Teach Now, Learn How](#).

We welcome feedback from our community and suggestions for additional resources that would benefit medical educators. Please click this [survey](#) to share feedback and suggestions.

General EDI Resources

Source	Title	Comments
AAP	[Equity and Inclusion Efforts](#)	This website provides EDI-rich resources in terms of the AAP Agenda, professional tools and resources for practice, and educational materials.
AAP	[Eliminating Race-based Medicine Policy Statement](#)	Race is a social construct. This policy statement highlights the impact of race-based medicine on unintended consequences in care provision and outcomes. It specifically addresses race-based medicine, characterized as the misuse of race as a corrective or risk-adjusting variable in clinical algorithms or practice guidelines.
AAP	[Impact of Racism on Child and Adolescent Health Policy Statement](#)	The objective of this policy statement is to provide an evidence-based document focused on the role of racism and its impact in child and adolescent development and health outcomes.
AAP	[Racism as a Root Cause Approach: A New Framework.](#)	This article describes an approach to addressing historical inequities in care and health care policy using a Racism as a Root Cause framework, which can help promote specific, systematic, and sustainable changes.
AAMC	[AAMC Diversity and Inclusion Strategic Planning Toolkit](#)	This guide to strategic planning is part of a larger effort to enhance diversity and inclusion in academic medicine. It provides tips and multiple resources from a variety of institutions for organizations that are focused on developing a strategic plan to address EDI.
Lancet	[From Race-Based to Race-Conscious Medicine](#)	Medicine is an institution of structural racism. In this Viewpoint, examples of race-based medicine are discussed, including how it is learned and how it perpetuates health-care disparities. This article highlights the impact of race-based medicine on research, education and clinical care and contains the following helpful tools: • A table of examples of race-based medical parameters and their race-conscious alternatives • A diagram that can serve as a tip sheet that demonstrates how the transition from race-based medicine to race-conscious medicine ideally reduces racial health inequities • A tip sheet that highlights the elements of race-based and race-conscious medicine
AMA Journal of Ethics	[Integrating Health Equity Content Into Health Professions Education](#)	This article provides suggestions and tips to integrate health equity content into medical education. Specific recommendations are provided for faculty and administrators.

What Will You Say?

Source	Title	Comments
AAP	Words Matter: AAP Guidance on Inclusive, Anti-biased Language	This document is intended to provide guidance for authors, editors, presenters, media spokespersons, and other content contributors. Using anti-biased, inclusive language will help clarify the intent, hopefully mitigating negative impacts.
University of Utah	Accelerate Learning Community at University of Utah	This reference sheet for students, providers, and lecturers helps ensure appropriate language use when it comes to sex and gender, sexual orientation, age, race and ethnicity, socioeconomic status, and health identities. The document also includes links to more extensive language guides as well as articles that focus on incorporating equity and inclusivity into medical practice, teaching and research.

Tools for Educators

Source	Title	Comments
ACCME	CE Educator's Toolkit	This is a comprehensive slide set which provides guidance on CE planning and implementation and includes links to other resources. It includes information about designing activities for inclusivity, diversity, equity, and accessibility. (Section 2.3: IDEA Principles; pp: 35-41)
CAMH	Health Equity and Inclusion Framework for Education & Training	This is a practical health equity framework for how to approach EDI teaching activities as you develop CME. It also provides a checklist of considerations for planners.
UCSF	Antiracism Primer and Toolkit for Medical Educators	A comprehensive discussion of race in the context of medical education. It includes a section that provides examples (see page 33).

Training Tools

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AAP	An Entrustable Professional Activity Addressing Racism and Pediatric Health Inequities	Entrustable professional activities (EPAs) are used in medical education for training and assessment of trainees. This article provides specific EPAs related to EDI and includes training and assessment anchors that describe individual behaviors and learning environment culture related to trainees and their knowledge and competence in providing equitable care.
ACCME	Diversity Equity & Inclusion Resources	A comprehensive curriculum for CME planners, which includes a collection of materials to facilitate curriculum development to meet required EDI aspects of accreditation. The document includes a resource list and links to other resources and training opportunities.
AAFP	Implicit Bias Training	This is an implicit bias training guide, which includes a Facilitator's guide, a Participant's guide, and teaching videos. It is aimed at promoting awareness of implicit bias among the entire health care team and provides resources for instructing health care professionals on how to reduce its negative effects on patients.
Academic Pediatric Association	Anti-Racism & Equity Toolkit	This toolkit is designed to support pediatric clinicians in all facets of their academic practice, including leadership-practice, peer-peer, provider-patient, and educator-trainee interactions.

Assessment Tools

Source	Title	Comments
ACGME, ACCME, AAMC, AACOM	Clinician Educator Milestone Project	This is a homepage for milestones of the clinician educator. Clinician educators (including educational scholars/leaders) can use these subcompetencies to assess and develop their teaching skills. The framework is similar to residency milestones based on a resident's subcompetencies, but for the clinician educators. Faculty can use the milestones to rate their own skill level as a clinician educator (novice through expert) with a few examples of milestones across 5 areas of competency. The milestones can be used for developmental, formative, or supportive purposes. Broad in scope, it includes well-being, professionalism, and recognition/mitigation of bias. They also include assessment of Diversity, Equity, and Inclusion in the Learning Environment.
Albert Einstein College of Medicine	Survey on Structural Competency and Anti-racism	Online version of a rubric to help you evaluate your own presentation/lecture.