

Annotated List of Resources and Examples 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 and examples, along with their sources and descriptions, for medical educators to refer to as they create their teaching materials. **The COCME encourages reflection to ensure that education is inclusive, enables rather than disempowers people and groups, and addresses structural inequities, systemic racism and associated health disparities.** Please refer to the COCME's website for more information to [Teach Now. Learn How.](#)

The COCME welcomes 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 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: <ul style="list-style-type: none">• A table of examples of race-based medical parameters and their race-conscious alternatives• A diagram that can serve as a guide that demonstrates how the transition from race-based medicine to race-conscious medicine ideally reduces racial health inequities• A resource 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 ways 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 and Quick Language Guide	These materials for students, providers, and lecturers help ensure appropriate language use when it comes to sex and gender, sexual orientation, age, race and ethnicity, socioeconomic status, and health identities. They also include 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 listing of recommended 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).
UCSF	Anti-Racism for Medical Educators Checklist	A reflective guide and roadmap for creating CME/CPD/medical education materials/events to reduce racism.
American Medical Writers Association	5 tips for Equity & Inclusion in Medical Writing and Editing	This is a list of 5 practical strategies for Equity and Inclusion in Medical Writing and Editing with the goal of making audiences the most important part of the information we help to share.
Amy E. Caruso Brown / SUNY Upstate	The Upstate Bias Checklist	The Upstate Bias Checklist is a free, publicly available tool that anyone can use when developing or reviewing content for learners at any level in the health professions. The reference is designed to promote an assessment of content and provide faculty with a self-reflection opportunity, which can be used for faculty development and QI in education and avoiding bias in teaching. It is most effective when completed in advance of the educational activity with enough time allotted to allow changes to be made to the content.



Training Tools

Source	Title	Comments
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.