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 Text **URMCANESTHESIA** to 22333 once to join, then **A, B, C, D, E...**

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## D.E.I. & YOU

AAPAE Roundtable  
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Are you biased? We are...



**DI-VER-SI-TY**  
All the ways in which people differ.

**EQ-UI-TY**  
Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.

**IN-CLU-SION**  
A variety of people have power, a voice, and decision-making authority.

Definitions sourced from City of Portland Office of Equity and Human Rights, The Independent Sector, and UC Berkeley.

Source: <https://ideal.com/diversity-equity-inclusion/>

## Diversity

All the ways in which people differ

- Ethno-Racial Diversity
- Religious Diversity
- Gender Diversity
- Socioeconomic Diversity

How diverse is the population of the United States?

Percentage of US Population by race/ethnicity, 2018

Source: United States Census Bureau, <https://www.census.gov/pirc/data/race/white/LAQ/>

32% of the USA population is composed of underrepresented minorities (in medicine)

11% of physicians in the USA are underrepresented minorities in medicine

Source: American Medical Association, <https://www.ama-assn.org/practicing/your-practice/diversity-and-inclusion/physician-demographics>

## Why do we care?

### 10 Benefits of Workplace Diversity!



How diverse is your group of residents/fellows? Select the percentage of trainees that are UnderRepresented Minorities in Medicine (URM).

A	B	C	D	E	F
more than 31%	21-30%	11-20%	1-10%	0%	No idea!

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How diverse is your faculty? Select the percentage of faculty that are UnderRepresented Minorities in Medicine (URM).

A	B	C	D	E	F
more than 31%	21-30%	11-20%	1-10%	0%	No idea!

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How diverse is your personal network?

A	B	C	D	E
Most of my friends/acquaintances look like me.	About 50% of my friends/acquaintances look like me.	Hardly any of my friends/acquaintances look like me.	I intentionally diversify my friend base.	No idea!

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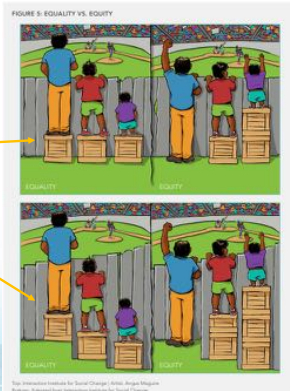
## Equity

Equity is fair treatment, access, opportunity, and advancement for all people.

Not to be confused with Equality...

Equality: Boxes are of equal size, but do not consider characteristics of each individual

Equity: Boxes are of equal size, but do not consider the environment of each individual



## Inclusion

A variety of people have power, a voice, and decision-making authority.

1. Implicit/Unconscious Bias  
Refers to the *unconscious, unintentional* assumptions we make about others.
2. MicroAggressions



## THE 5DS of Bystander Intervention



Delay without action is Denial

## Let's Learn From Each Other!

Please share what your institution does to be inclusive...  
Recruitment  
Training  
Anything Else?



Tell us what you've done or can do...

Identify your own biases  
Advocate by speaking up  
Connecting resources  
Checking in on learners and building community  
???



Take a PAUSE  
A quick way to check your reaction.

- 1 • Look inward, why am I reacting this way?
- 2 • Own your own reactions, interpretations and judgments
- 3 • Are there other reasonable explanations?
- 4 • After doing your own work, how else can you help?
- 5 • Speak up!

### Additional Resources:

21-Day Racial Equity Habit Building Challenge: [https://www.debbyrivling.com/21-day-challenge-archive2021/?fbclid=IwAR1sUjBNdjk\\_CcWzms9HvI29xCl6i5tPvZCctG9N8AAmzial58M83IEtread](https://www.debbyrivling.com/21-day-challenge-archive2021/?fbclid=IwAR1sUjBNdjk_CcWzms9HvI29xCl6i5tPvZCctG9N8AAmzial58M83IEtread)

Code for America: <https://www.codeforamerica.org/about-us/diversity-equity-inclusion/>

Diversity and Inclusion Definitions through HUD: [https://www.hud.gov/program\\_offices/administration/admbout/diversity\\_inclusion/definitions](https://www.hud.gov/program_offices/administration/admbout/diversity_inclusion/definitions)

Project Implicit: <https://implicit.harvard.edu/implicit/takeatest.html>

Ideal: <https://ideal.com/diversity-equity-inclusion/>

Journal for Graduate Medical Education, "It Takes a Village: Guidance on Mentoring Black Residents and Fellows": <https://doi.org/10.4300/JGME-D-20-01090.1>

Mapping Inequality: <https://dsl.richmond.edu/panorama/#maps>

New England Journal of Medicine, "Race and Medicine": <https://www.nejm.org/race-and-medicine>

Quartz, "Map" What Story Does Your Neighborhoods Life Expectancy Tell?: <https://qz.com/1462111/map-what-story-does-your-neighborhoods-life-expectancy-tell/>

Racial Equity Toolkit: <https://www.racialequitytools.org/resources/act/communicating/implicit-bias>

Society for Education in Anesthesia, "Diversity and Inclusion Educational Aids": <https://sea.memberclicks.net/diversityand-inclusion-educational-aids>

### Video Materials:

IH: What is Bias, and What Can Medical Professionals Do to Address It? [https://www.youtube.com/watch?v=E\\_gERP-Y0jw](https://www.youtube.com/watch?v=E_gERP-Y0jw)

Implicit Bias: Peanut Butter, Jelly and Racism <https://youtu.be/11VN2nWSIF4>

Unconscious Bias: Leadership and Management <https://youtu.be/dIoClq8sh2E>