

Capstone for Impact Submission | GY2020

Project Title: Second Annual Student-Run Diversity in Medicine Conference 2020

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Branch: Diagnostics and Therapeutics

Path of Excellence: N/A

If this project can be continued by another UMMS student, please include your contact information or any other details you would like to share here:

Summary:

The impact of a diverse physician workforce has many potential benefits, which include alleviating health disparities, reducing systemic inequities of opportunity, cultivating physicians' ability to care for diverse populations, and expanding participation from diverse perspectives in clinical research.(1-2) Despite concerted interventions to increase racial diversity within the field of medicine, the racial distribution of medical student applicants and matriculants still differs significantly from that of the general population.(3-10)In fact, while African Americans, Latinos and American Indians constitute 25% of the nation's population, they comprise only 9% of the U.S. physician workforce (10). In 2019, the Doctors of Tomorrow (DoT) organization worked to foster a national dialogue about this topic by hosting the first annual Diversity in Medicine (DiM) Conference at the University of Michigan.

The 2019 conference united 154 health professional students from over 36 institutions across the country. Each shared their work and perspectives on how to address this critical issue. This included keynote speakers and panels who highlighted work being done at the attending level, but was focused on work being done by students. Students presented individual efforts through 34 poster presentation and 5 oral presentation given in a plenary session. Students also planned and executed 3 workshops that conference attendees participated in. In addition, the DoT framework was shared with conference attendees with the goal of strengthening and establishing similar pipeline programs at other medical schools across the United States.

Moved by the positive impact that this conference had, we aim to continue the conversation by hosting the second annual DiM conference. With each subsequent conference, we hope to establish credibility and garner participation from both returning and new institutions. We believe that our efforts will continue to foster relationships between health professionals and health professional students to increase diversity-related efforts across all medical school campuses. The inaugural conference was broad in scope to help capture the breadth of work being done across the nation and it focused on establishing connections through pipeline programs. However, our outreach is not limited to pipeline programs. Rather, we aim to focus our efforts on

portraying a new theme related to diversity, equity, and inclusion in medicine throughout the programming of our conference each year. This will keep institutions engaged and encourage sharing of new ideas related to diversity in medicine. This year, we are planning to tailor the conversation towards a programming that aims to capture the lived experiences of underrepresented minorities in medical training. We believe that this theme will help facilitate a discussion around how such experiences affect the professional lives of physicians and how to address the problems moving forward.

The second annual Diversity in Medicine conference will take place on March 7 – 8, 2020 at the Biomedical Science Research Building. It will begin with a breakfast reception on Saturday morning, followed by presentations by keynote speakers, poster sessions, faculty panels, and interactive workshops. A social event will be held following the conference events on Saturday evening. On Sunday, programming will include oral presentations and a panel discussion by faculty members working in the sphere of diversity, equity, and inclusion. The conference will close by affording attendees the opportunity to connect with other conference participants and learn more about the work being done to increase diversity in medicine around the country.

Methodology:

The DiM conference is entirely student-run by a team of six fourth-year medical students with a passion for advocacy to increase diversity within medicine. Planning such a conference requires intensive amounts of communication, teamwork, and reflective practice. As such, we began our work by meeting with our classmates who organized the inaugural conference to learn from their experience and ensure that the conference improves with each subsequent iteration. We have instituted regular check-in group meetings and chat systems, and have proactively set expectations to help distribute the work tailored to each of our strengths and schedules as we also apply to residency and pursue other projects during the Branches portion of our curriculum. We as a group have already worked together closely as a leadership team during our M1 year, and believe that we have implemented a strong foundation to which we can build off of to help plan this conference.

Timeline-

June-July

- Start thinking of possible dates for the conference, reach out to Bonnie about BSRB availability

August

- Brainstorm general timeline once you have the dates set, reach out to Dr. O, Dr. Finks, Amy, Laura, and Dean Raj with the dates and your planned timeline
- Create flyer with Call for Abstracts and send to Dr. O, Dr. Finks, Dean Raj, Amy, Laura
- Start sending out Call for Abstracts!

September

- Send out Call for Abstracts!
- Create list of potential panelists and speakers

October

- Reach out to speakers

- Abstracts due--split up and start reviewing right away

November

- Call hotels to plan room block
- Accept poster and oral presenters
- Ask for financial aid budget estimates from presenters
- Reach out to DoT Succeed students

December

- Recruit photographer, social media volunteer
- Plan social event (Haymaker) and reach out to non-profit (DAPCEP)
- Reach out to OHEI and Office of Development for materials they can contribute
- Allocate financial aid and notify presenters
- Start asking for presenter W9s

January- February

- Registration closes, turn form off so people have to email if they are still interested
- Finalize workshop plans/volunteers
- Finalize additional volunteers and when they are needed
- Reach out to caterer to ask for quote, try to finalize by 3 weeks before event
- Ask for oral presenter slides by 2 weeks before conference
- Ask for speaker talkings points/title/slides by 1 week before conference
- Send Amy list of names for name-tags 2 weeks before conference
- Send Amy PDF files of everything to be printed for folders by 1 week before conference
- Call Delux to order tables and chairs
- Call Dave (734-615-1464, same office as) at BSRB to request poster stands
- Write conference survey using qualtrics for attendees to complete

Week of the Conference To-Do's:

- Go to Kahn to familiarize yourself with everything in the auditorium and seminar rooms, including wheelchair access, Kahn lighting, and table/chair storage behind Kahn stage
- Buy or bring water bottles for panelists

- Meet with HITS employee at Kahn to review BlueJeans recording and other AV tips
- Stuff all name-tags and folders, print out signs for doors to direct people, decide details such as who is introducing which speaker
- Call Bonnie to confirm everything about BSRB use (time you need the doors unlocked and locked, who will be present, who will be unlocking the doors in the morning)
- Call Dave (he and Bonnie work together) to confirm how many poster stands you need
- Email Terri the conference schedule so she can make a schedule for the shuttles
- Email Delux and Catering to confirm everything

During the Conference To-Do's:

- Set-Up: use seminar room tables for registration and food, have Delux set up the tables for meals at the far end of the lobby, set up poster stands down the middle of the lobby
- Ask Dave or Bonnie to show you how to wheel out the dividers in the seminar rooms for the workshops, there are extra tables and chairs in the storage room behind seminar room C
- Send out survey on the last morning of the conference and be sure to announce it
- Try to have a student volunteer at the registration table at all times

After the Conference To-Do's:

- Thank you cards and emails
- Send survey reminder after 1 week, review results
- Send out toolkit
- Ask presenters for permission to send out presentations
- Send videos to presenters
- Post videos/photos on website
- Get all w9s and receipts into folders and send to Laura Rivard
- Meet to debrief and plan for next year
- Create/edit manual

Preliminary Results:

This year we received 52 abstracts. We accepted 4 for oral presentation, 1 for a panel, and 47 for poster presentation. We have organized 4 workshops. We are currently arranging two groups of panels to discuss pipelines as well as

Conclusion:

Reflection/Impact Statement:

References-

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