

## **Commitment to Anti-Racism in Medical Education, Health Sciences Research and Clinical Care**

The Department of Family and Community Medicine at the University of New Mexico School of Medicine is committed to dismantling systemic racism in medical education, clinical care, and health sciences research.

### **In medical education, faculty are committed to:**

- Teaching that race is a social construct
- Encouraging a nuanced discussion and sophisticated teaching about genetics in the context of disease processes that have historically been linked with racial groups
- Excluding race from the patient identification line in teaching about the clinical note and clinical presentations
- Emphasizing the importance of excluding stigmatizing language when we teach about clinical documentation
- Carefully examining the use of race in any clinical scenario in course content, examinations, or standardized patient activities as the use of race may perpetuate stereotypes
- Teaching about race-based algorithms and re-examining their use in clinical care
- Supporting students from diverse backgrounds in medical education
- Continuing to examine structural racism and its impact on medical education

### **In health sciences research, faculty are committed to:**

- Recognizing race as a social construct in the design and implementation of scientific research
- Articulating structural racism as a social determinant of health
- Engaging communities early in the design of research
- Developing methods to include communities longitudinally in research
- Recognizing the power imbalance between large academic institutions and communities
- “Developing, selecting, and/or adapting multilevel and structural interventions that include a focus on health equity and addressing racism”
- “Including measures and study designs to assess racism and health equity”
- Supporting learners and junior researchers from diverse backgrounds
- Continuing to examine structural racism and its impact on health sciences research

### **In clinical care, faculty are committed to:**

- Recognizing race as a social construct
- Excluding the use of race in patient identification statements in clinical documentation and verbal presentation of clinical cases
- Avoiding the use of any stigmatizing language in clinical documentation
- Recognizing that race is a flawed variable to consider when making clinical decisions and treatment plans

- Closely examining any clinical algorithm or decision-making tool that includes race as a variable
- Advocating for the use of clinical algorithms that do not include race as a variable
- Recognizing the role of implicit bias in individual patient encounters and learning tools to mitigate their impact on equitable care
- Continuing to examine structural racism and its impact on clinical care

As a faculty group, we acknowledge the longstanding detrimental impact of structural racism on the health and well-being of people of color in the United States. We also recognize the role that modern medical education, research, and health care delivery have played in upholding racist structures. We are committed to dismantling those racist structures in our day-to-day work as educators, researchers and clinicians.

Written by Felisha Rohan-Minjares, MD, Interim Chair, December 2023

Adopted by the UNM Department of Family and Community Medicine, Spring 2024, with greater than 90% of voting faculty agreeing to adopt. This document should be considered a work in progress. As we come to better understand our role in dismantling systemic racism in academic medicine, we should reevaluate and revise.