



Diversity, Equity and Inclusion Initiatives in EVMS Internal Medicine Residency

MCKENNA JOHNSON, MD

ASSOCIATE PROGRAM DIRECTOR, EVMS IM

ASSISTANT PROFESSOR

Goals

- ▶ Support and celebrate diversity of our Internal Medicine residents
- ▶ Engage and support our surrounding community through volunteer opportunities
- ▶ Educate Internal Medicine residents about Diversity, Equity, and Inclusion and empower them to be open-minded, compassionate physicians

Current Initiatives

- ▶ Founded Internal Medicine DEI Committee
 - ▶ Mutaz Alkabani, Ruby Bahniwal, Kanishk Sharma
- ▶ DEI Dinner in the Fall
- ▶ DEI Potluck
- ▶ Instagram Spotlight on Individual Residents (@evmsim)
- ▶ Participating in Recruitment Events for Underrepresented Minorities in Medicine (e.g. BNGAP/Residency Open House)
- ▶ Community Partnerships Elective



Community Partnerships Elective

▶ One week elective consisting of integrated experiences, such as:

- ▶ Home hospice
- ▶ Attending AA meeting
- ▶ Mobile Food Pantry
- ▶ HOPES clinic
- ▶ Street Medicine
- ▶ Ryan White clinic
- ▶ Transgender Clinic
- ▶ Domestic Abuse Clinic
- ▶ Required Reading and Reflection

Monday 4/4	Tuesday 4/5	Wednesday 4/6	Thursday 4/7	Friday 4/8
<i>8am-12pm ID Clinic- RW Dr. Derber</i>	<i>8-12 ADMIN 12:00 pm- AA meeting- St. Paul's Episcopal Church</i>	Home Hospice Amedysis	8:45-11:30 Mobile Food Pantry with the Foodbank	Street Rounds 8:30- 11:00am- Dr. Wolfe Preceptor
<i>ADMIN</i>	2:30-3:30 PM – Discussion of required reading with Dr. Wolfe. Coalescence Coffee Company	Home Hospice Amedysis	12-5- Reflection 6-9 Clinica Esperanza- Preceptor Dr. Rubino Family Medicine	<i>ADMIN Reflection piece Due to Faculty by Monday</i>

▶ Curriculum and Experiences developed by Dr. Kennedy Wolfe

Future Goals



- ▶ IM Grand Rounds Lecture Series with DEI focus
- ▶ Additional volunteer opportunities
- ▶ Cultural Calendar
- ▶ Collaboration with medical students/medical school