



THE AMERICAN ORTHOPAEDIC ASSOCIATION®

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### **CORD Town Hall**

Fostering a JEDI Residency Program  
(Just, Equitable, Diverse, and Inclusive)

Practical Tools and Tips to Support URM Residents

Zoom Webinar

September 30, 2020

8:00pm – 9:30pm EDT

Co-Moderators: Kimberly J. Templeton, MD, FAMWA, FAOA; and Joshua C. Patt, MD, MPH, FAOA

#### **I. 8:00pm – Welcome/Brief Introduction**

#### **II. 8:05pm – Panel Discussion**

Moderator: Gabriella E. Ode, MD

Panelists: Jaysson T. Brooks, MD; Eric W. Carson, MD, FAOA; Selina Poon, MD; Vincent H. Key, MD

- A. Discussion of issues & challenges faced in life/training
- B. Characteristics of allies that provided support

#### **III. 8:30pm – How Program Directors can better support URM residents**

- A. Recruiting and attracting to your program (10 minutes) – Anthony E. Johnson, MD, FACS, FAOA
  - a) How to make URM applicants feel that your program is welcoming and that they belong – even if the program has no history of training URM residents
- B. Onboarding and making connections (10 minutes) – R. Randall McKnight, MD; A. Rashard Dacus, MD, FAOA
  - a) Transition to residency
  - b) Finding advocates
  - c) Support mechanisms
- C. Problems (15 minutes) – Melvyn A. Harrington, Jr., MD, FAOA; MaCalus V. Hogan, MD, MBA, FAOA; Linda I. Suleiman, MD
  - a) Understanding what is really happening in your own program
  - b) Recognizing inadvertent microaggressions vs. hypersensitivity
  - c) Providing negative feedback in a formative or constructive manner
    - How to not “pile on” when criticism comes
  - d) Opening lines of communication

#### **IV. 9:05pm – Q&A/Open Discussion**

- A. Recommendations for how programs can start this conversation and open communication channels