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