

J.E.D.I.
The DIO
perspective

WWAMI Summit

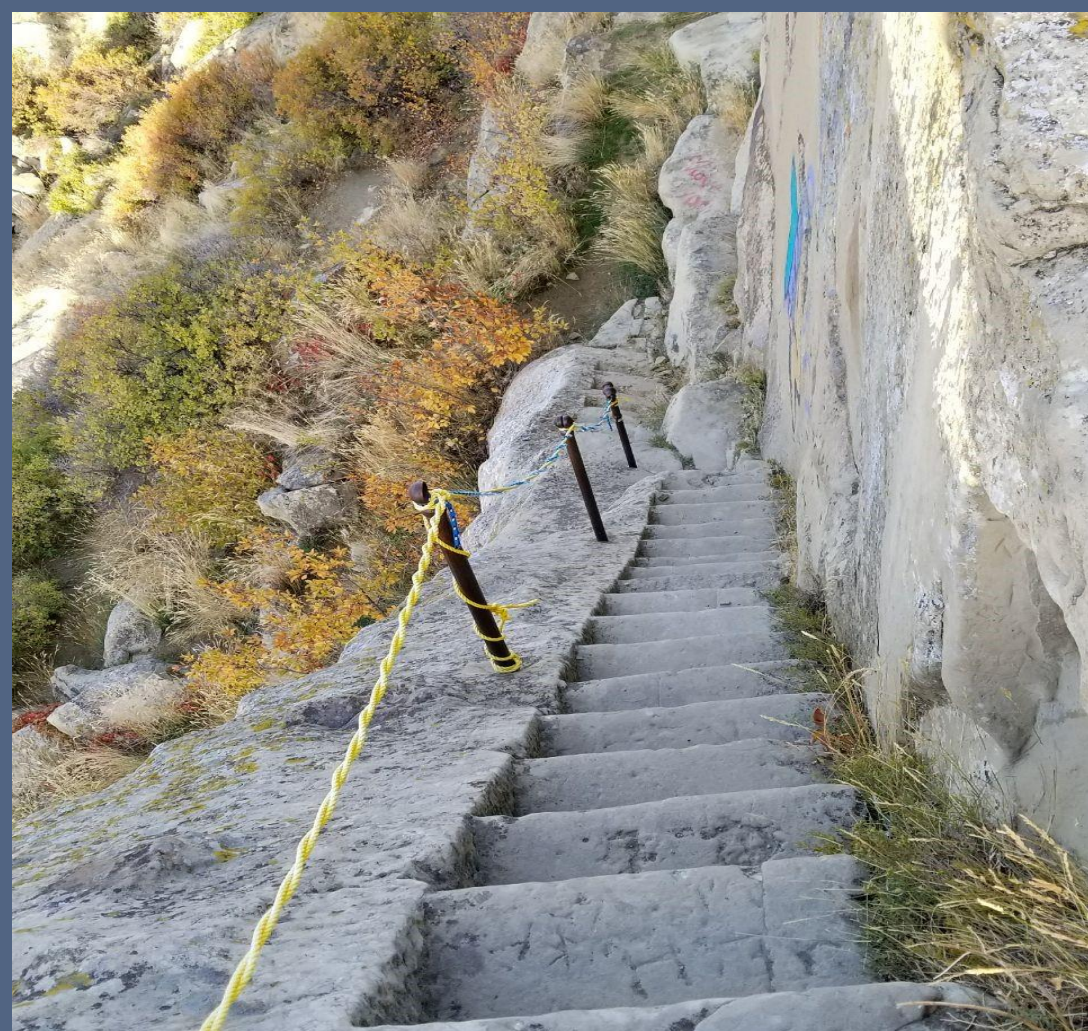
October 10th, 2022

Virginia Mohl, M.D. Ph.D.



About National Initiative (NI) VIII: JEDI: Justice, Equity, Diversity, Inclusion

- Why JEDI? Justice, equity, diversity, and inclusion are more than words, more than ideals, and more than the attainment of a particular quantifiable goal. They embody the realization of difference and of inequity and understanding of power and privilege. Inclusion is at the foundation of effective interdisciplinary care and, with diversity, core to excellence.
- Participants in NI VIII will be equipped to measure JEDI in their learning environments; develop strategies to address inequities and advance diversity; and help their organizations perform better as they will become more innovative and quicker to problem-solve.
- Workforce diversity to eliminate health disparities is well-documented in the literature, and the Accreditation Council for Graduate Medical Education (ACGME) updated the Common Program Requirements in July 2019 to reflect the urgency for a systematic recruitment and retention of a diverse workforce.

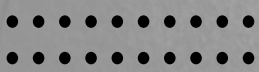


Giving and Receiving Welcome: Team Members

- Brittany Christensen, MD. Internal Medicine Resident PGY 3
- Ginny Mohl, MD, PhD DIO/ Medical Director Education
- Sara Agostinelli, EdD. Director Diversity Equity Inclusion Belonging
- Ashley Dennis, PhD. Director of Medical Education
- Kristina McComas. Education Coordinator
- Sarah Hall. Pharmacist
- Josiah Hugs. Native American Liaison
- Steve Gerstner, MD. Program Director Internal Medicine
- Kathy Glenn. Program Coordinator Internal Medicine

Gratitude for the Land

Billings Clinic sits on the historical land of the Crow, Northern Cheyenne, Blackfeet, and Sioux nations, and near the Crow Reservation and Northern Cheyenne Reservation. We are located in Billings, MT, the largest city in our state. Our American Indian and LGBTQ+ patients are our largest underrepresented populations. This leads to the question, how are we giving and receiving welcome of our patients and teammates?



Purpose

“Many times, trauma in a person decontextualized over time can look like personality. Trauma in a family decontextualized over time can look like family traits, trauma decontextualized in a people over time can look like culture and it takes time to slow it down so you can begin to discern what's what.”

-Resmaa Menakem



Giving and
Receiving
welcome:
building our
culture
through
education.

The Billings Clinic NI VIII team will create provider education opportunities for our trainees and providers to prepare them for serving American Indian and LGBTQ+ patients. Additionally, we will create educational opportunities for our workforce across Billings Clinic as it relates to giving and receiving welcome with underrepresented populations that we serve. Our goal is to develop a workforce that is highly skilled in cultural inclusion and able to both care for others and understand the richness that diversity provides in a community, so that we can create a sense of belonging for all within our healthcare system.

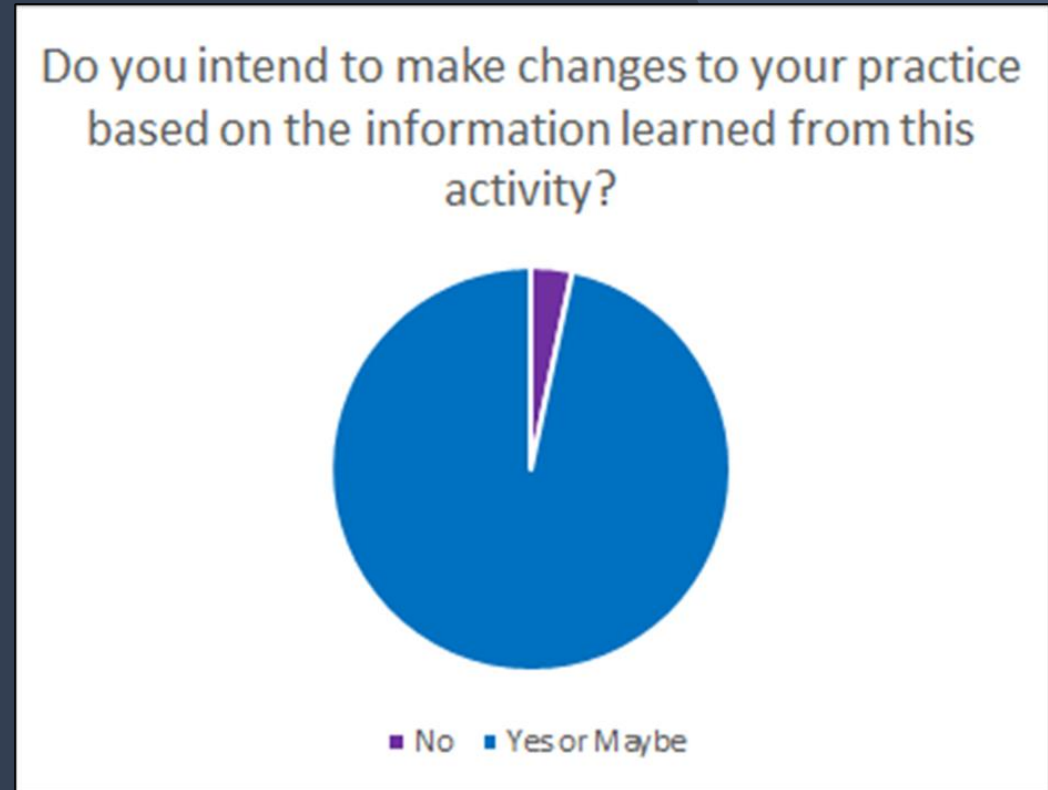
Interventions

- Create provider educational series grounded in "Knowledge, Skills, Attitudes" on American Indian and LGBTQ+ patient care in a rural environment.
- Improve our understanding of how provider self-care and resiliency influence the emotional care of patients.

LGBTQ+ Education Series

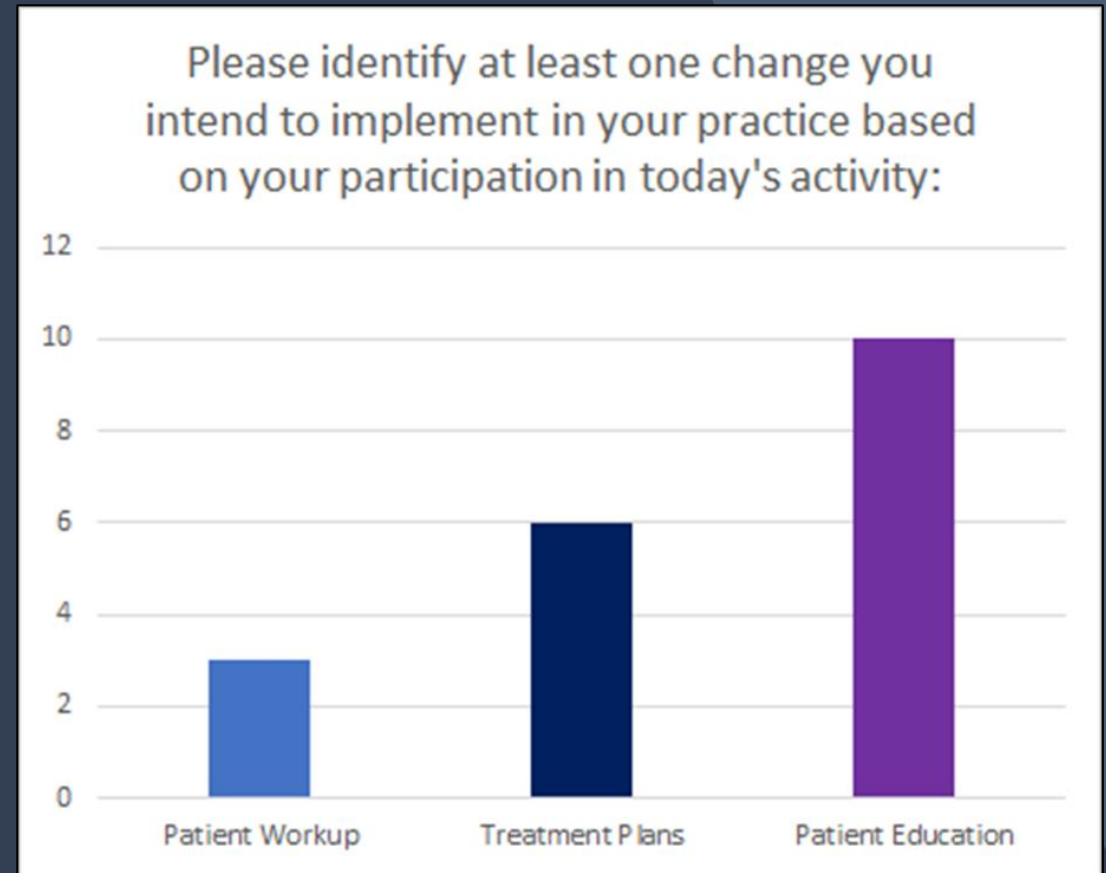
Post-assessment data from 4 sessions in 6-part series Out of possible 5

Information enhanced knowledge	4.80
Information provided new ideas	4.76
Addressed competencies identified by my specialty	4.87



Native Education Series: Post-assessment data from session 1 in 3-part series Out of possible 3

Information enhanced knowledge	2.89
Information provided new ideas	2.89
Addressed competencies identified by my specialty	2.71

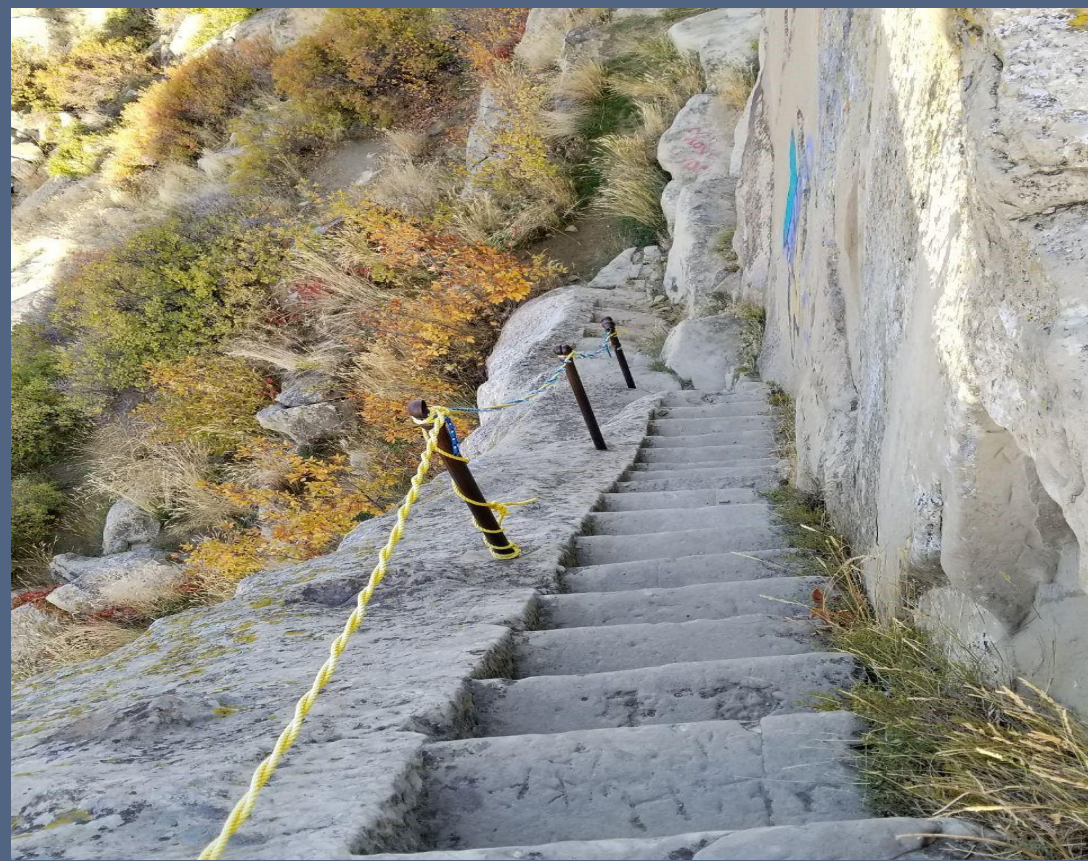




Unexpected Innovations

- Internal Medicine Residency
 - Curriculum including Native American 101 taught by Josiah
 - Engagement with Sara on DEIB
 - New rotation for PGY2 with focus on Native American healthcare including visits to IHS locations.
- Psychiatry Residency
 - Project Echo including Rural, Native American and LGBTQ
- General Surgery
 - Rural and frontier rotations
- Rural Critical Care Fellow
 - First Graduate to practice in Crow Agency

Clinical Learning Environment is our accountability



On a scale of one to 10, how are you and your organization doing on Justice, Equity, Diversity and Inclusion?



- What could we do **today** to increase that score by one or two points?



Thank you!

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