



CASE WESTERN RESERVE
UNIVERSITY
SCHOOL OF MEDICINE

Annual Education Retreat
“Diversity and Inclusion in Education”
Thursday, April 29, 2021

The conference syllabus, evaluation and CME credit certificate are available online.

Syllabus: Presentations received prior to the symposium can be downloaded from <https://case.edu/medicine/caml/caml-events/medical-education-retreat>

Evaluation:

Please go to <https://bit.ly/3x7pss1> to complete the course evaluation. You will also be emailed this link following the conference.

Credit Certificate:

You must be logged into the Case Western Reserve University CME credit system (<https://cwru.cloud-cme.com>) to receive credit for this activity.

If you are a new user select “Sign Up Now” and create an account. If you have an account, select “Sign In” on the menu bar and enter your email and password.

Once you have logged in click on the “Claim Credit” button under My CME and enter the Event ID: **45898**

You will be asked to attest to your completion of the activity.

You have 7 days to claim credit via the mobile app; 30 days via desktop.

Your credit will be recorded, and your certificate will be available in the Evaluation & Certificates button on your My CME dashboard.

For Further Information

Contact the CME Program
10524 Euclid Avenue
Cleveland, OH 44106-6026
Tel: (216) 983-1239 Fax: (216) 844-8133
Email: medcme@case.edu
<https://cwru.cloud-cme.com>

AGENDA

MAIN ZOOM LINK:

<https://cwru.zoom.us/j/98612728103?pwd=YTFaMkFGWW5kYU9maFZwS0pEdVpxZz09>

Meeting ID: 986 1272 8103

Passcode: 111222

Dial-in by phone: +1 646 558 8656 US

12:30 PM Meet and Greet

Meet Medical Education Leadership

1:00 PM Welcoming Remarks

Stanton L. Gerson, MD

Interim Dean, School of Medicine

Interim Senior Vice President for Medical Affairs

Director, Case Comprehensive Cancer Center

Director, National Center for Regenerative Medicine

Lia Logio, MD, MACP, FRCP

Vice Dean, Medical Education, School of Medicine

Director, Center for Medical Education

1:15 PM Plenary Title: Keeping our Pledge to Health Equity and Anti-Racism

Monica Vela, MD, FACP

Associate Dean of Multicultural Affairs, Pritzker School of Medicine

Associate Vice Chair for Diversity and Inclusion, Department of Medicine, University of Chicago

James N. Woodruff, MD

Dean of Students at University of Chicago's Pritzker School of Medicine

Vice Chair, Education for the Department of Medicine

2:15 PM Transition Instructions for Poster Presentations and Workshops

Lia Logio, MD, MACP, FRCP

2:20 PM Poster Presentations. Choose one of the following breakout rooms:

Breakout 1: Curriculum Development

Breakout 2: Diversity and Disparity 1

Breakout 3: Diversity and Disparity 2

Breakout 4: Residents as Teachers and Learners

Breakout 5: Technology, Simulation, and Virtual Education

2:55 PM Break and Transition to Workshop Zoom Meeting Rooms

For more information about the workshops, please go to:

<https://case.edu/medicine/caml/caml-events/medical-education-retreat>

3:05 PM Concurrent Workshops-Please join a workshop by clicking on the zoom link listed underneath the title.

- **Workshop 1: Enhancing Psychological Safety to Prevent Learner Mistreatment**

Presenters: Stacie Jhaveri, MD; Diane Young, MD; Robert Wilson, MD

ZOOM LINK: <https://cwru.zoom.us/j/91804865856?pwd=eDlkdjBqVTc1WDYzRENnQW5oMGhkQT09>

- **Workshop 2: LGBTQ+ Curricular Needs Assessment: Models, Processes, Reflections**

Presenters: Jason Lambrese, MD; Laura Mintz, MD, PhD; Maeve Hopkins, MD; Nicole Ducich, MS2; Gus Roversi, MS2

ZOOM LINK: <https://cwru.zoom.us/j/95619196569?pwd=bitwSExrQlJmN3hscFhmdnJ6dDhQUOT09>

- **Workshop 3: Curriculum Review: Value of what we teach, value of the hidden curriculum in training the next generation of physicians on anti-racism**

Presenters: Monica Yepes-Rios, MD; Neil Mehta, MD; Saloni Lad, MS2; Mihika Thapliyal, MS1

ZOOM LINK: <https://cwru.zoom.us/j/98238242099?pwd=QXl6RktiK28vTUNBeEozblVRb3ZXdz09>

- **Workshop 4: Approach to Microaggressions in Clinical Medicine**

Presenters: Sally Namboodiri, MD, FACP; Timica Campbell, MD, MPH

ZOOM LINK: <https://cwru.zoom.us/j/97705022891?pwd=OHhQTnNQVzJ4NEp0RFpja1dMRDRhQT09>

- **Workshop 5: Excellence Through Equity and Inclusion Along the Pipeline: Sustaining the Momentum**

Presenters: Angelique Redus-McCoy, MD; Kammeron Brissett, MD; Adrianna Jackson, MD

ZOOM LINK: <https://cwru.zoom.us/j/96568625876?pwd=QmNXa2hMeXBtMitWQ2tiUjdrbHVvdz09>

- **Workshop 6: MedEd and its Muslim Trainees: Bridging the Gap in Professional and Spiritual Values**

Presenters: Lyba Zia, MS4; Humzah Quereshy, MS4; Farah Rahman, MS4

ZOOM LINK: <https://cwru.zoom.us/j/97362207166?pwd=cGRFeVozVTBweFVGTEZnLzJ2Qi9Wdz09>

4:05 PM Break

4:15 PM Themed Networking Rooms: Click on the MAIN ZOOM Link below and choose a breakout room:

MAIN ZOOM LINK:

<https://cwru.zoom.us/j/98612728103?pwd=YTFaMkFGWW5kYU9maFZwS0pEdVpxZz09>

1. **Best Practices Teaching**

Mildred Lam, MD, Block 4 Renal Section Leader, MetroHealth Medical Center

2. **Education Innovations 1**

Lia Logio, MD, MACP, FRCP, Vice Dean, Medical Education, School of Medicine; Director, Medical Education, The Center for Medical Education, School of Medicine

3. **Education Innovations 2**

Abby L. Spencer, MD, MS, FACP, Vice Chair for Education; Director, Academy of Educators, Department of Medicine, Washington University School of Medicine

4. **Mentoring 1**
Marvin T. Nieman, PhD, Interim Associate Dean, Graduate Education Office, School of Medicine
5. **Mentoring 2**
Marjorie Greenfield, MD, Career Development and Advancement Officer, University Hospitals Cleveland Medical Center; Assistant Dean for Student Affairs, School of Medicine
6. **Medical Education Scholarship 1**
Amy L. Wilson-Delfosse, PhD, Associate Dean for Curriculum, School of Medicine
7. **Medical Education Scholarship 2**
Kelli Qua, PhD, Interim Director of Evaluation and CQI, Center for Medical Education; Senior Research and Evaluation Associate, Clinical and Translational Science Collaborative (CTSC)
8. **Diversity 1**
Alan K. Nevel, Senior Vice President, Chief Diversity and Human Resources Officer, The MetroHealth System
9. **Diversity 2**
Monica Yepes-Rios, MD, FACP, Director, Diversity and inclusion, College Program
10. **Interprofessional Education**
Cindy Lord, MHS, PA-C, Founding Director of Physician Assistant Program, School of Medicine
Ellen Luebbers, MD, Interim Medical Director of the Mt. Sinai Skills and Simulation Center
11. **Remediation**
Klara K. Papp, PhD, Graber Term Professor of Health Learning (Ret.), Formerly Associate Dean for Assessment and CQI, School of Medicine

4:35 PM Awards Ceremony

- **Ricanati Award IQ Facilitator**
Steve Ricanati, MD, FACP, Associate Dean for Student Affairs; Dean, Joseph Wearn Society
- **Tom Mettee Award for Foundations in Clinical Medicine**
Anastasis Rowland-Seymour, MD, Director of Foundations of Clinical Medicine
- **Scholarship in Teaching Recognition**
Kelli Qua, PhD, Interim Director of Evaluation and CQI, Center for Medical Education; Senior Research and Evaluation Associate, Clinical and Translational Science Collaborative (CTSC)
- **Academy of Scholar Educators**
Michael Dell, MD, Director, Academy of Scholar Educators; Vice Chair for Education Director, Undergraduate Medical Education, Rainbow Babies & Children's Hospital

4:55 PM Wrap Up

5:00 PM Adjourn

Conference Faculty

Plenary Speaker:

Monica Vela, MD, FACP, Associate Dean of Multicultural Affairs, Pritzker School of Medicine; Associate Vice Chair for Diversity and Inclusion, Department of Medicine, University of Chicago

Dr. Vela reports no financial relationship with a commercial interest relevant to this activity.

Co-presenter:

James N. Woodruff, MD, Dean of Students at University of Chicago's Pritzker School of Medicine; Vice Chair, Education for the Department of Medicine

Dr. Woodruff reports no financial relationship with a commercial interest relevant to this activity.

Workshop Presenters:

Stacie Jhaveri, MD

Cleveland Clinic

Dr. Jhaveri reports no financial relationship with a commercial interest relevant to this activity.

Diane Young, MD

Cleveland Clinic

Dr. Young reports no financial relationship with a commercial interest relevant to this activity.

Robert Wilson, MD

Cleveland Clinic

Dr. Wilson reports no financial relationship with a commercial interest relevant to this activity.

Jason Lambrese, MD

Cleveland Clinic

Dr. Lambrese reports no financial relationship with a commercial interest relevant to this activity.

Laura J. Mintz, MD, PhD

MetroHealth Medical Center

Dr. Mintz reports no financial relationship with a commercial interest relevant to this activity.

Maeve Hopkins, MD

Cleveland Clinic

Dr. Hopkins reports no financial relationship with a commercial interest relevant to this activity.

Nicole Ducich

Student, University Program

Nicole Ducich reports no financial relationship with a commercial interest relevant to this activity.

Gus Roversi

Student, College Program

Gus Roversi reports no financial relationship with a commercial interest relevant to this activity.

Monica Yepes-Rios, MD

CCLCM Director of Diversity and Inclusion

Dr. Yepes-Rios reports no financial relationship with a commercial interest relevant to this activity.

Neil Mehta, MD

Associate Dean for Curriculum, Cleveland Clinic Lerner College of Medicine

Dr. Mehta reports no financial relationship with a commercial interest relevant to this activity.

Saloni Lad

Student, College Program

Saloni Lad reports no financial relationship with a commercial interest relevant to this activity.

Mihika Thapliyal

Student, College Program

Mihika Thapliyal reports no financial relationship with a commercial interest relevant to this activity.

Sally Namboodiri, MD, FACP

Dr. Namboodiri reports no financial relationship with a commercial interest relevant to this activity.

Timica Campbell, MD, MPH

Dr. Campbell reports no financial relationship with a commercial interest relevant to this activity.

Angelique Rudus-McCoy, MD

Dr. Rudus-McCoy reports no financial relationship with a commercial interest relevant to this activity.

Kammeron Brissett, MD

Dr. Brisett reports no financial relationship with a commercial interest relevant to this activity.

Adrianna Jackson, MD

Dr. Jackson reports no financial relationship with a commercial interest relevant to this activity.

Lyba Zia

Student, University Program

Lyba Zia reports no financial relationship with a commercial interest relevant to this activity.

Humzah Quereshy

Student, University Program

Humzah Quereshy reports no financial relationship with a commercial interest relevant to this activity.

Farah Rahman

Student, University Program

Farah Rahman reports no financial relationship with a commercial interest relevant to this activity.

Planning Committee

Lia Logio, MD, MACP, FRCP

Vice Dean, Medical Education, School of Medicine

Director, Medical Education, The Center for Medical Education, School of Medicine

Dr. Logio reports no financial relationship with a commercial interest relevant to this activity.

Dwayne Bible

Audio Visual Specialist, UTech

Dwayne Bible reports no financial relationship with a commercial interest relevant to this activity.

Monica Chavan

Student, School of Medicine

Monica Chavan reports no financial relationship with a commercial interest relevant to this activity.

Minoo Darvish, MEd

Executive Director, Office of Curricular Affairs, School of Medicine

Minoo Darvish reports no financial relationship with a commercial interest relevant to this activity.

Michael Dell, MD

Director, Academy of Scholar Educators; Vice Chair for Education; Director, Undergraduate Medical Education, Rainbow Babies & Children's Hospital

Dr. Dell reports no financial relationship with a commercial interest relevant to this activity.

Philip A. Fragassi, MD

Director Pediatric Residency Program; Associate Clerkship Director for Ambulatory and Affiliated Clerkship; Associate Director for Ambulatory Pediatrics, MetroHealth Medical Center

Dr. Fragassi reports no financial relationship with a commercial interest relevant to this activity.

Marcus Germany, MD

MetroHealth Medical Center

Dr. Germany reports no financial relationship with a commercial interest relevant to this activity.

Elizabeth Harcher

Associate Designated Institutional Official, University Hospitals

Elizabeth Harcher reports no financial relationship with a commercial interest relevant to this activity.

Deborah Lindell, DNP, MSN, RN, CNE, ANEF, FAAN

Assistant Director, DNP Program; Faculty Development Coordinator, Frances Payne Bolton School of Nursing, CWRU

Dr. Lindell reports no financial relationship with a commercial interest relevant to this activity.

Maria Moncaliano

Student, School of Medicine

Maria Moncaliano reports no financial relationship with a commercial interest relevant to this activity.

Sally Namboodiri, MD, FACP

Dr. Namboodiri reports no financial relationship with a commercial interest relevant to this activity.

Alan K. Nevel, MBA

Senior Vice President, Chief Diversity and Human Resources Officer, MetroHealth Systems

Alan Nevel reports no financial relationship with a commercial interest relevant to this activity.

Steve Ricanati, MD, FACP

Associate Dean for Student Affairs; Dean, Joseph Wearn Society

Dr. Ricanati reports no financial relationship with a commercial interest relevant to this activity.

Abby L. Spencer, MD, MS, FACP

Vice Chair for Education, Director, Academy of Educators, Department of Medicine, Washington University School of Medicine

Dr. Spencer reports no financial relationship with a commercial interest relevant to this activity.

Michael D. Thomas

Director, MediaVision-UTech

Michael Thomas reports no financial relationship with a commercial interest relevant to this activity.

Elias Traboulsi, MD, MEd

Director, Center for Graduate Medical Education; Designated Institutional Official, Cleveland Clinic
Dr. Traboulsi reports no financial relationship with a commercial interest relevant to this activity.

Joseph T. Williams, MA

Director, Office of Diversity Initiative & Community Engagement, School of Medicine
Joseph Williams reports no financial relationship with a commercial interest relevant to this activity.

Amy L. Wilson-Delfosse, PhD

Associate Dean for Curriculum, School of Medicine
Dr. Wilson-Delfosse reports no financial relationship with a commercial interest relevant to this activity.

Monica Yepes-Rios, MD, FACP

CCLCM Director, Diversity and inclusion
Dr. Yepes-Rios reports no financial relationship with a commercial interest relevant to this activity.

Learning Objectives

2021 Education Retreat Overall Objectives:

1. Recognize microaggressions in the classroom and clinical learning spaces.
2. Identify at least three strategies to manage microaggressions when they are recognized in the learning environment.
3. List examples of bias in curricular materials.
4. Develop an inclusive approach to mentoring individuals in underrepresented groups.

Plenary: Keeping our Pledge to Health Equity and Anti-Racism

1. Demonstrate the leadership and infrastructure necessary for successful Diversity Equity and Inclusion initiatives.
2. Recommend system level changes promoting health equity.
3. Reveal the necessary structural competency training for trainees and faculty.
4. Recommend accountable bias reporting mechanisms.

Workshop 1: Enhancing Psychological Safety to Prevent Learner Mistreatment

1. Role-play to illustrate an example of mistreatment in the learning environment.
2. Define the necessary components and benefits of a psychologically safe learning environment.
3. Identify barriers in creating a psychologically safe learning environment and develop strategies to overcome these barriers.
4. Review established tools to measure psychological safety.

Workshop 2: LGBTQ+ Curricular Needs Assessment: Models, Processes, Reflections

1. Utilize ACGME competencies to conduct curricular needs assessments for expanding diversity & inclusion topics within medical education.
2. Compare and contrast the processes undertaken by the CWRU SOM and CCLCM workgroups on LGBTQ+ curricular integration.
3. Describe how students join faculty in their shared passion for LGBTQ+ healthcare to affect institutional change.
4. Modify an LGBTQ+ curricular inclusion intervention for expansion to other critical topics in medical education.

Workshop 3: Curriculum Review: Value of what we teach, value of the hidden curriculum in training the next generation of physicians on anti-racism

1. Identify ways in which the different aspects of the curriculum (both visible and hidden) can be reviewed for areas of improvement towards a culture of anti-racism.
2. Discuss the nuances of incorporating demographic information such as race, ethnicity, and sexual orientation in clinical cases.
3. Highlight ways in which the work of these action groups comes together to create a cohesive medical education in health disparities and culture shift.
4. Identify strategies to continually review these changes as the dialogue on race broadens to other marginalized populations.

Workshop 4: Approach to Microaggressions in Clinical Medicine

1. Define “microaggression” and its subtypes.
2. Review controversies surrounding microaggressions, examples and impact.
3. Demonstrate approaches to microaggressions from the perspectives of a victim and a bystander.

Workshop 5: Excellence Through Equity and Inclusion Along the Pipeline: Sustaining the Momentum

1. Recognize barriers along the pipeline to and through careers in medicine for underrepresented in medicine (URiM) students, trainees and faculty
2. Identify current efforts, as well as areas in need of development, as it relates to recruiting, supporting, and retaining URiM students and trainees
3. Create action items to build departmental and institutional culture that ensures an active and sustained commitment to equity and inclusion

Workshop 6: MedEd and its Muslim Trainees: Bridging the Gap in Professional and Spiritual Values

1. Gain familiarity with Islamic values pertaining to fasting, prayer, dietary restrictions, hijab and attire; recognize how these come into play as Muslims navigate the healthcare field.
2. Identify systematic areas for improvement that can lead to a more inclusive environment for Muslim trainees.
3. Recognize the myth of the Muslim monolith and acquire strategies for practicing cultural humility when it comes to working with and caring for Muslim communities.

Continuing Education

Accreditation Statement

Case Western Reserve University School of Medicine is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.

Case Western Reserve University School of Medicine designates this live activity for a maximum of *2.0 AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Disclosure Statement

The policy of the Case Western Reserve University School of Medicine CME Program (CWRU) requires that the Activity Director, planning committee members and all activity faculty (that is, anyone in a position to control the content of the education activity) disclose to the activity participants all relevant financial relationships with commercial interests. Disclosure will be made to activity participants prior to the commencement of the activity. Case Western Reserve University School of Medicine CME Program also requires that faculty make clinical recommendations based on the best available scientific evidence and that faculty identify any discussion of “off-label” or investigational use of pharmaceutical products or medical devices.

Acknowledgments

With special thanks to the Education Retreat Planning Committee, MediaVision division of UTech, and School of Medicine's Office of Curricular Affairs.