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17 The Incorporation of a Case-Based Health Equity Curriculum Into M&M Conference

Jossie Carreras Tartak, Giovanni Rodriguez, Eric Goralnick, Wendy Macias Konstantopoulos, Daniel Egan

Learning Objectives: To deliver evidence-based health equity education in resident and faculty conference using case-based content to highlight examples of inequity in emergency medicine practice.

Background: While GME requires formal education on health disparities, there is a lack of standardized education in emergency medicine (EM) residency curricula on these topics.

Educational Objectives: 1. To evaluate health disparities in an evidence-based manner using anonymized ED-specific case examples 2. To increase structural competency regarding the systems that perpetuate these disparities 3. To equip EM providers with actionable steps to mitigate these disparities 4. To develop a curriculum that can be replicated by other programs.

Curricular Design: The Health Equity Curriculum (HEC) was developed using Kern’s curricular design framework. A consensus group of residents and faculty members met over 4 months to identify curriculum gaps. Patient and provider-centered topics were identified through informal needs assessment of the trainees with the plan to deliver them over two years. To maximize reach, the 30-minute HEC lectures were integrated into the monthly morbidity and mortality (M&M) conference stressing how healthcare disparities lead to measurable adverse outcomes. This approach was modeled after a surgical M&M series at the University of Michigan with proven success. Interested residents prepared lectures for each topic using a standard format. Faculty experts were recruited to mentor each resident. The concept was introduced at faculty meetings and residency conference with the support of departmental and residency leadership. Monthly lectures were launched in February 2021, with topics presented in a stepwise fashion to allow each lecture to build upon previous ones. Feedback was collected after 6 months via anonymous surveys sent by email.

Impact/Effectiveness: Our HEC contributes to GME by providing an evidence-based series of lectures generalizable to all EDs. Our 6-month survey respondents expressed an overall satisfaction with the curriculum in increasing their understanding of health disparities.

Table 1. List of health equity curriculum topics, year 1.

Date	Topic	Educational Objective
1/10/21	Introduction to Curriculum	To provide a 10-minute overview of the HEC and its educational goals at faculty meeting at both academic medical centers and during resident conference
2/9/21	What is Race and the Implications of Structural Racism in Medicine	To understand race as a social construct and the foundational ideas of critical race theory and its importance in medicine. To identify examples of structural violence and to understand the impact of structures on healthcare. To recognize the process of naturalized inequality and the implicit frameworks which justify the perpetuation of structural racism by healthcare providers
3/9/21	History of Racism in Medicine	To understand the role that medicine played in constructing racial categories, the historical legacy of medical and scientific experimentation on African Americans, and how such a legacy impacts bias and trust in medicine today.
4/27/21	Biases against Patients with Substance Use in the ED	To discuss the physiologic nature of substance addiction, genetic factors and social circumstances that predispose patients to substance use, and behavioral interventions that may be effective at helping these patients.
5/4/21	Intersectionality & its Role in Patient Care	To recognize the impact of compounding biases and overlapping systems of oppression against “minority” groups (e.g., non-White races, sexual and gender diversity, women) and thus the complex intersection of anti-racism, LGBTQ+ affirmation, and feminist frameworks

Table 2. Feedback for 6-month healthy equity curriculum survey (1= strongly disagree, 5= strongly agree), n=38.

	Faculty Members	Residents
Number of respondents	24	14
The HAEMR Health Equity Curriculum has increased my understanding of the healthcare disparities that affect my patients	4.04	4.21
The HAEMR Health Equity Curriculum has increased my understanding of the disparities that affect my colleagues who are underrepresented in medicine	4.13	4.21
The HAEMR Health Equity Curriculum has increased my ability to identify instances of discrimination in the workplace	3.88	4.29
The HAEMR Health Equity Curriculum has increased my ability to respond to instances of discrimination in the workplace	3.96	4.21

18 A Comprehensive Approach to Increase Emergency Medicine Resident Involvement in Caring for Opioid Use Disorder

Mohamad Ali Cheaito, Nicholas Gozza, Alexandra Lekson, Eric Medrano, Mohamad Moussa

Learning Objectives: To train EM residents to:
 •Screen and identify patients with OUD
 •Manage OUD by