

# Improving Cultural Humility in Medicine: A Medical School Wide Allyship Forum

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## Background

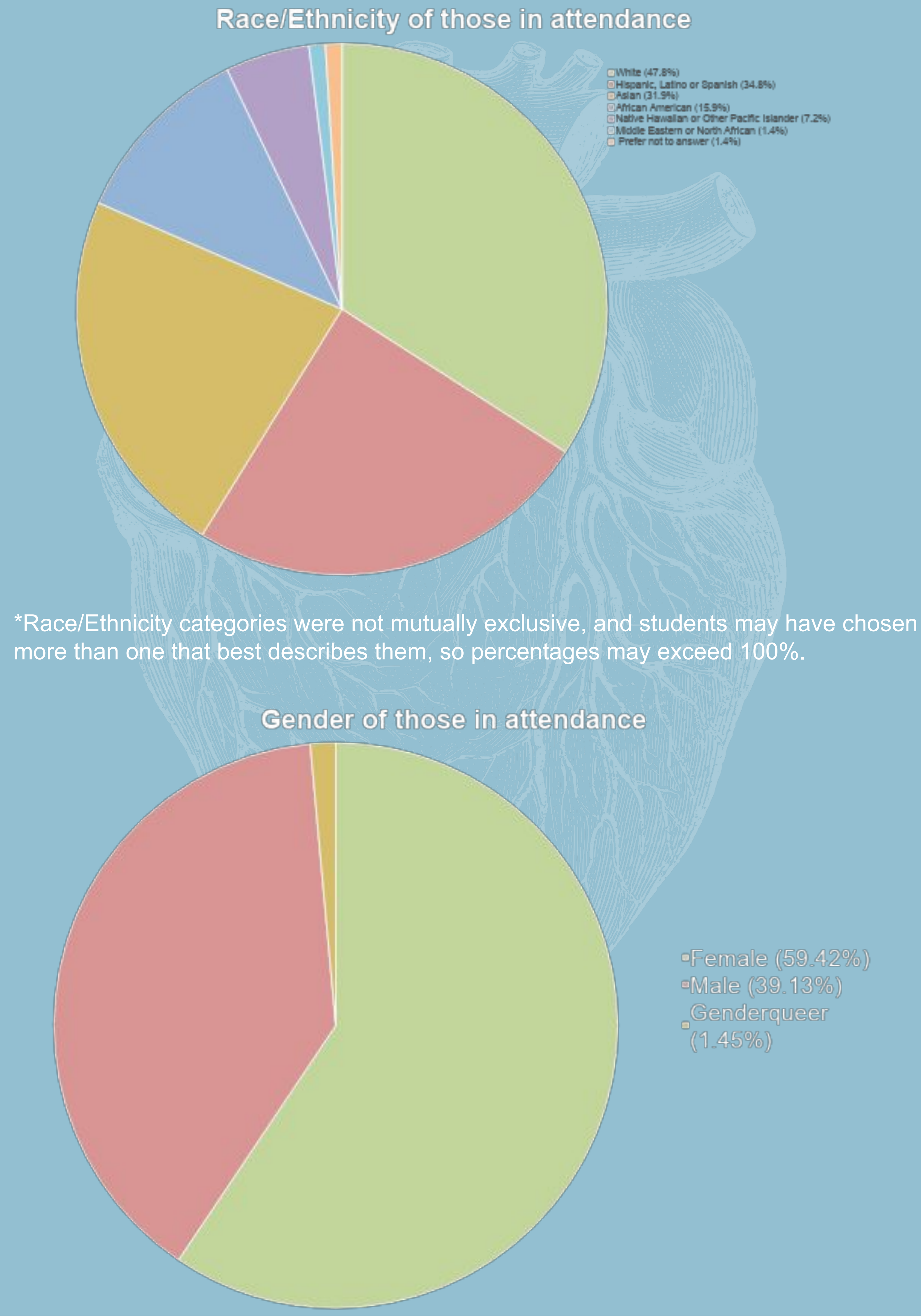
The combination of social and environmental factors has a greater impact than clinical care on health outcomes.<sup>1</sup> In order to be aware of and address the social determinants of health (SDOH) and implicit biases faced by specific individuals or minority groups, health professional students must be taught to provide equitable care for diverse populations. To improve SDOH education, the University of Nevada, Reno School of Medicine implemented a 2-week long Allyship Forum consisting of diversity-focused discussions. The primary goal of the project was to allow medical students to demonstrate an understanding of, and responsiveness to, systemic inequities and implicit biases faced by minority groups within the healthcare system.

## Methods

- 5-part lecture series with a specific focus on one Diversity Student Interest Group at each forum.
  - The Asian Pacific American Medical Student Association (APAMSA)
  - The Student National Medical Association (SNMA)
  - The Latino Medical Student Association (LMSA)
  - The American Medical Women’s Association (AMWA)
  - MedPride
- Each group presented on the SDOH and implicit biases of a specific minority population in a case study format.
  - Example: Asian American communities may use Complementary and Alternative Medicine to manage a diversity of illnesses.<sup>2</sup>

## Methods

- The Allyship Forum took place over the course of 2 weeks with n=69 participants from the UNR Medicine, Physician Assistant, and Speech and Pathology student populations.
- Pre- and post-surveys were administered before and after each forum.



## Results

| Question  | Pre-survey (n=69) | Post-survey (n=59) | P-value |
|---|-------------------|--------------------|---------|
| I am confident in recognizing Social Determinants of Health related to the minority group discussed in this session | 3.6087            | 4.6102             | <.0001  |
| I feel it is important to recognize and address the social determinants of health as part of whole patient care     | 4.7826            | 4.9661             | 0.0043  |
| I am confident in recognizing implicit biases related to the patients in this minority group                        | 3.7246            | 4.6441             | <.0001  |
| I am comfortable treating a patient from this minority group  | 3.8696            | 4.7966             | <.0001  |

\*Two sample t-test was used to compare pre-test and post-test

## Discussion

The implementation of the Allyship Forum successfully established the need for a focused training involving Diversity, Equity and Inclusion (DEI) - specifically, the teaching of social determinants of health for minority patient populations. This is an effective tool for all health professional schools to use to increase DEI training. Future goals include hosting the event annually, increasing student attendance, and formally adopting the training into the medical school curriculum. Lastly, the Allyship Forum can serve as a model for implementation at other medical schools.

## References

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