

2021–22 Transformational Ideas Initiative Project

Creating an Annual Anti–Racism Pledge for Medical Students



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Project Background

Studies show that minority medical students experience racism that continues through residency, physician–hood, and leadership. Despite advancements in gender equity at the medical school level, progress is marginal or nonexistent for black, indigenous, and physician trainees of color. The AAMC has suggested that “non–inclusive learning environments...have profound implications for the well–being and academic success of students” and are implicated in higher attrition rates among minority physicians.

Project Plan

We propose the creation of an annual anti–racism pledge around the time of M1 orientation, modified to each incoming class’ specific goals, to serve as an intentional reminder to foster an inclusive environment for minority peers. We hope that this anti–racism pledge will instill a sense of personal diligence in creating a welcoming environment for everyone, especially for our minority colleagues and patients. In doing so, we aim to increase the sense of inclusivity felt by minority students, which will have profound implications for both academic success and career longevity.