

MSSNY Efforts on Implementing Diversity, Equity and Inclusion Resolution

Presentation for MSSNY Council

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Key Elements of DEI Resolution (1)

- **Racism = Public Health Crisis**
- **Evaluate:** MSSNY Mission + Policies/Procedures for equity
- **Encourage Counties to:**
 - Affirm racism is public health crisis
 - Evaluate mission statements + policies/procedures
 - Develop strategic plan to increase DEI: recruitment, retention, support, mentor
- **Work with Medical Schools to:**
 - Recruit + support underrepresented students
 - Use culturally relevant curricula (no race-based medicine)

Key Elements of DEI Resolution (2)

- **Seek** (through Committee to Eliminate Health Disparities):
 - Increase awareness of discrimination and health inequities
 - Work with other stakeholders to eliminate inequities
 - Prevent and manage diseases in disinvested communities through education
 - Reverse increases in health inequities
 - Promote more funding for programs to attract diverse physicians + faculty
- **Request** specialty groups, medical schools, non-MD healthcare organizations adopt similar resolutions.

Implementation Plans

- **Resolution:** Evaluate MSSNY Mission for Equity
- **Implementation:**
 - Review by Bylaws + Health Equities Committees
 - Present to HOD for adoption





Implementation Plans

Resolution: Evaluate MSSNY Policies/Procedures for equity

Implementation:

- ***Current:*** Changes to Legislative Agenda
 - ***Next Steps:***
 - Follow-up with Health Equities Committee on draft resolution with proposed specific action steps, possibly including:
 - DEI Training for leaders + staff
 - Affirmation of DEI commitment by leaders + staff
 - Other efforts to educate, improve governance, mentor and monitor
 - Present resolution to Council
 - Assign action steps to MSSNY leaders + staff to implement
- Prospective:*** Review of by staff with input from leadership + Health Equities Committee
- Retrospective:*** Possible policy sunset review, and more

Implementation Plan

Resolution: Encourage Counties to:

- Affirm racism is public health crisis
- Evaluate mission statements + policies/procedures
- Develop strategic plan to increase DEI: recruitment, retention, support, mentor

Implementation:

- Initial Discussion at Nov. 2 County Execs meeting
- Possible Follow-up meeting with County Execs and Health Equities Committee
- Draft and send email with specific suggestions
- Engage ethnic medical societies
- Other ideas welcome

Implementation Plan

Resolution: Work with Medical Schools to:

- Recruit + support underrepresented students
- Use culturally relevant curricula (no race-based medicine)

Implementation:

- Meet with Dr. Bob Golberg, AMA Medical School Delegate
- Meet with Jo Weiderhorn, AMSNY President
- Possible: Collaborate on grant to review current medical school efforts + results, with improvement ideas
- Other thoughts welcome

Implementation Plan

Resolution: Seek (through Health Equity Committee):

- Increase awareness of discrimination and health inequities
- Work with other stakeholders to eliminate inequities
- Prevent and manage diseases in disinvested communities through education
- Reverse increases in health inequities
- Promote more funding for programs to attract diverse physicians + faculty

Implementation:

- Follow up meeting with Health Equities Committee looking at grant or other opportunities to:
 - Educate physicians and patients on health inequities
 - Build coalitions
 - Attract more diverse physicians, students and faculty
 - Make legislative + regulatory changes to address inequities: (e.g., network adequacy requirements for underserved communities)
 - Engage ethnic medical societies

Implementation Plan

Resolution: Request specialty groups, medical schools, non-MD healthcare organizations adopt similar resolutions.

Implementation:

- Send letter with copy of our resolution from Dr. Sellers to NYS specialty societies, medical schools and stakeholders, including HCFANY, HANYS, GNYHA, NYSNA, CHCANYS, HPA, NYSABCBS, NYSCPHP, and more.
- Also reach out to ethnic medical societies.
- Follow up calls to organizations.