

MSSNY Efforts on Implementing Diversity, Equity and Inclusion Resolution

**Presentation for MSSNY Council Joseph
Sellers, MD, FAAP, FACP, MSSNY
President**

Troy Oechsner, MSSNY EVP

Thursday, January 13, 2022



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:

- ***Past:*** 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

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:

- Discussions at Nov. and Dec. County Execs meeting
- Follow-up meeting w/ Counties + Health Equity Committee
- Draft and send email with specific suggestions on mission statements, policies/procedures, strategic plan.

Implementation Plan

Resolution: Work with Medical Schools to:

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

Implementation:

- Outreach to Dr. Bob Golberg (AMA Medical School Delegate) and 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:

- 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