

Family Medicine

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More than half of family medicine clerkships do not address systemic racism: a CERA study

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Appendix Table 1: Distribution of Responses to Questions About Systemic Racism Curricula

Question	n (%)
Does your clerkship have a formal curriculum that addresses systemic racism and/or bias, and if so, how long ago was it developed?	
<i>No; we do not have a formal curriculum addressing racism or bias</i>	42 (60.0)
<i>Yes; developed in the last 5 years (since July 2016)</i>	21 (30.0)
<i>Yes; developed more than 5 years ago (prior to July 2016)</i>	5 (7.1)
<i>Yes; developed more than 5 years ago with significant revision in the last 5 years</i>	2 (2.9)
<i>Not reported</i>	1
Which best describes the framework your clerkship uses to teach about racism and/or bias?	
<i>Cultural competency</i>	14 (19.7)
<i>Structural competency</i>	7 (9.9)
<i>Both cultural competency and structural competency</i>	22 (31.0)
<i>We teach about health inequities without using terms like bias or racism</i>	9 (12.7)
<i>Uncertain or not applicable</i>	19 (26.8)
In general, teaching about racism is most appropriate:	
<i>Prior to medical school</i>	–
<i>During some elective courses in medical school</i>	1 (1.4)
<i>During pre-clinical medical education</i>	1 (1.4)
<i>During clinical education/clerkships</i>	–
<i>All of the above</i>	68 (97.1)
<i>None of the above</i>	–
<i>Not reported</i>	1
Which statement best describes the attitudes of students in your clerkship to learning about systemic racism and bias?	
<i>Active pushback</i>	1 (1.4)
<i>Little or no interest</i>	3 (4.3)
<i>Some interest</i>	16 (23.2)
<i>Moderate interest and engagement</i>	26 (37.7)
<i>High interest, engagement, and curiosity</i>	23 (33.3)
<i>Not reported</i>	2
Roughly, what proportion of faculty in your department believe that systemic racism and bias contribute significantly to health disparities?	
<i>0%-20%</i>	3 (4.5)
<i>21%-40%</i>	1 (1.5)
<i>41%-60%</i>	4 (6.0)
<i>61%-80%</i>	14 (20.9)
<i>81%-100%</i>	45 (67.2)

<i>Not reported</i>	4
What is the perceived level of institutional support for teaching about systemic racism in your clerkship?	
<i>Encouraged, with significant resource support available</i>	30 (42.9)
<i>Encouraged, but without resource support</i>	27 (38.6)
<i>Neutral, neither encouraged nor discouraged</i>	13 (18.6)
<i>Discouraged, but without significant barriers</i>	–
<i>Discouraged with significant barriers</i>	–
<i>Not reported</i>	1
How many people could you call on to teach about racism and bias who are both qualified and comfortable to do so?	
0	4 (5.7)
1	7 (10.0)
2	16 (22.9)
3	9 (12.9)
4	2 (2.9)
5	4 (5.7)
<i>More than 5</i>	17 (24.3)
<i>Unknown</i>	11 (15.7)
<i>Not reported</i>	1
How many dedicated hours of clerkship time are currently devoted to teaching about racism and/or bias?	
<i>0 or not applicable</i>	28 (40.6)
1	22 (31.9)
2	12 (17.4)
<i>3 or more</i>	7 (10.1)
<i>Not reported</i>	2
How many hours of training in racism and/or bias have you received as faculty?	
<i>0 or not applicable</i>	8 (11.6)
1	4 (5.8)
2	8 (11.6)
3-4	14 (20.3)
5-6	9 (13.0)
8-10	5 (7.2)
<i>More than 10</i>	21 (30.4)
<i>Not reported</i>	2

Appendix Table 2. Existence of systemic bias curriculum stratified by predictor variables.

Characteristic	No. (%)		
	Absent	Present	Not reported
Appropriate setting for teaching about racism/bias			
<i>Prior to medical school</i>	–	–	–
<i>During some elective courses in medical school</i>	–	1 (3.6)	–
<i>During pre-clinical medical education</i>	1 (2.4)	–	–
<i>During clinical education/clerkships</i>	–	–	–
<i>All of the above</i>	40 (97.6)	27 (96.4)	1 (100.0)
<i>None of the above</i>	–	–	–
<i>Not reported</i>	1	–	–
Class size			

1-99	10 (23.8)	6 (21.4)	-
100-155	10 (23.8)	8 (28.6)	1 (100.0)
156-180	12 (28.6)	9 (32.1)	-
181-300	10 (23.8)	5 (17.9)	-
Faculty racism/bias training			
4 hours or fewer	24 (58.5)	9 (33.3)	1 (100.0)
5 hours or greater	17 (41.5)	18 (66.7)	-
Not reported	1	1	-
Director race/ethnicity			
Non-Hispanic, white director	28 (68.3)	22 (78.6)	-
Underrepresented in medicine	13 (31.7)	6 (21.4)	1 (100.0)
Not reported	1	-	-
Program region			
Northeast	7 (16.7)	6 (21.4)	-
South	20 (47.6)	11 (39.3)	1 (100.0)
Midwest	10 (23.8)	6 (21.4)	-
West	2 (4.8)	4 (14.3)	-
Canada	3 (7.1)	1 (3.6)	-
Years served as clerkship director			
0-2 years	8 (19.0)	10 (35.7)	1 (100.0)
3-5 years	15 (35.7)	4 (14.3)	-
6-9 years	11 (26.2)	6 (21.4)	-
10 years or more	8 (19.0)	8 (28.6)	-

Appendix Table 3. Demographics of study team.

Characteristic	No. (%)
Gender	
<i>Woman</i>	6 (86)
<i>Man</i>	1 (14)
Race	
<i>Asian</i>	–
<i>Black or African American</i>	1 (14)
<i>Native Hawaiian or other Pacific Islander</i>	–
<i>White</i>	6 (86)
<i>Multiple</i>	–
Ethnicity	
<i>Not Hispanic</i>	7 (100)
<i>Hispanic</i>	–
Primary professional role	
<i>Physician</i>	4 (57)
<i>Psychologist</i>	1 (14)
<i>Researcher</i>	2 (29)

Appendix Table 4. Clerkship director demographics: Underrepresented in medicine (URM) by gender.

Characteristic	No. (% ^a)		
	URM	Not URM	Unknown
Gender			
<i>Cisgendered female</i>	11 (15.5)	29 (40.8)	1 (1.4)
<i>Cisgendered male</i>	8 (11.3)	19 (26.8)	–
<i>Transgendered male</i>	–	1 (1.4)	–
<i>Decline</i>	1 (1.4)	1 (1.4)	–

^a Percentages refer to the entire sample population