

## David C. Leach Award



Named to honor the ACGME's former Executive Director, Dr. David C. Leach (1997 – 2007), and his commitment to resident education and physician well-being, this award recognizes resident/fellow-led projects and innovations.



### **Beverly Aiyanyor, MD**

*Team Members: Rohini Jain, MD; Neha Limaye, MD; and other members of the Boston Combined Residency Program Health Equity Rounds Resident Team Pediatrics*  
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### **About the Project:**

“The impact of this curriculum is best seen by its adoption throughout Boston Medical Center (BMC), as well as pediatric programs across the country including Seattle Children’s, Yale, Duke, and the Children’s Hospital of Philadelphia. Drs. Aiyanyor, Jain, and Limaye have directed a team of residents with extraordinary energy and commitment to change. They have tackled systemic barriers with a voice that is firm in its resolve to improve the care of our patients. Their expertise has been instrumental in transforming our department’s efforts in diversity, equity, and inclusion, and has led to a paradigm shift in our focus and day-to-day work. These sessions have stimulated discussions and raised awareness of the impact of bias and structural racism, and our community has fully embraced the pedagogical frameworks presented by this program. Inter-disciplinary in nature, this work has now reached leadership throughout BMC, including trainees throughout the educational continuum. Nurses, social workers, community-based organizations and even our own patients have been guided through this curriculum by this leadership team.”

“Health Equity Rounds (HER) is a longitudinal, interdisciplinary resident-led case-based conference series that addresses the impact of racism and implicit bias on clinical care. Health Equity Rounds was founded in the Department of Pediatrics at Boston Medical Center in 2016, by a group of pediatric residents who recognized the need for a formal mechanism of interdisciplinary education to learn about and openly address the known racism and implicit bias that affects patient and family encounters and clinical care. Additionally, Health Equity Rounds was founded on the notion that it was critical to have a space for these discussions that spanned from the trainee to faculty level in order to promote culture change across the department and improve our overall communication and ability to make an impact in this space.”

“Since its inception, Health Equity Rounds has helped usher in a culture shift in our residency program and in our departments and institutions in which conversations around racism and implicit bias have been normalized and are encouraged, staff members across disciplines and training levels have become more

comfortable speaking with one another and with patients and families about experiences with racism and implicit bias, and department members have reported shifts in their own practices to be more reflective and corrective about understanding when their implicit biases come to bear in patient care. Additionally, Health Equity Rounds has raised issues and pushed our departments to think in solutions-oriented ways to address racial inequities that exist. For example, work was undertaken to remove “patient safety flags” that popped up in our electronic medical record for patients that had been deemed to be a safety risk after the Health Equity Rounds team demonstrated the racism and implicit biases that were inherent to the designation process. Another example from a recent HER armed providers with tools to discuss the COVID-19 vaccine with families in a way that honored the historical and present-day injustices and earned distrust that families—particularly those of color—may have in regards to the vaccine.”