



A Novel Cultural Competency Curriculum for Physical Medicine and Rehabilitation Residents



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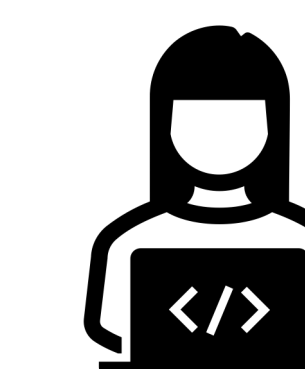
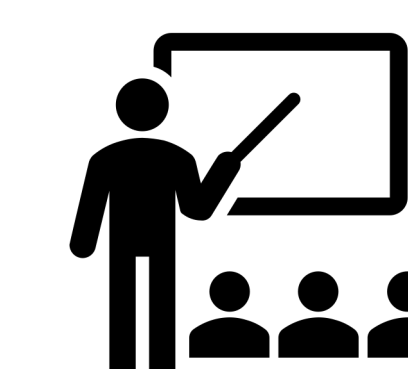


Background and Purpose

- Physical Medicine and Rehabilitation residency is a critical time to ensure that trainees recognize their own biases and how these impact patient outcomes, to engage with strategies that mitigate the effects of their biases, and to practice implementing cultural competency skills in real clinical encounters.
- Physiatrists in training have an opportunity and an obligation to become experts and advocates for the reduction of healthcare disparities for patients with disabilities.

Curricular Methods

Synchronous and asynchronous activities



Curricular Goals and Needs Assessment

- Goals: to develop the knowledge, skills, and attitudes to mitigate bias in the provision of cross cultural physiatric care. Residents should be able to identify the existence of healthcare bias and understand how bias impacts patient outcomes. We aim to provide a safe space for residents to explore their own biases and provide strategies to mitigate bias in clinical encounters.
- Needs Assessment:
 - ACGME resident survey data, and quantitative and qualitative resident survey results:
 - cross-sectional survey: 16 out of 16 residents reported some form of implicit bias identification after taking the Harvard Implicit Association Test
 - qualitative survey: identified key elements of desired cultural competency education including disability disparities education, concrete steps to reduce bias in clinical scenarios, and longitudinal education integrated throughout clinical rotations.



Introduction of advocacy training*



36-month curriculum
Example Sessions:

- Introduction to Healthcare Disparities
- Social Determinants of Health
- Relationship of Wealth and Health
- Medical vs Social Models of Disability
- Power Privilege and Positionality
- Healthcare Disparities in Rehabilitation Medicine

Reflective Essay Writing



Implicit bias testing

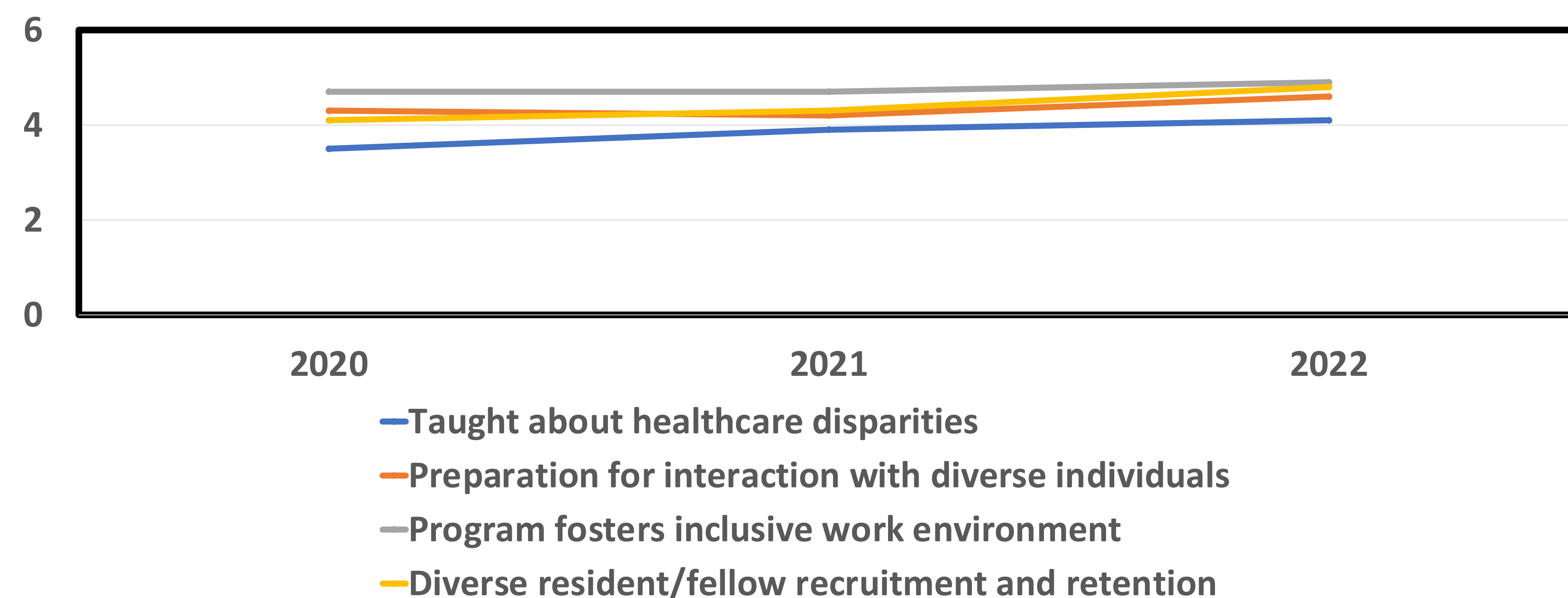


Introduction of disability history education *



Results

ACGME Survey Data Before and After Curriculum Pilot in 2021



* New items based on results of qualitative needs assessment following pilot curriculum