The Myth of Meritocracy: How our selection processes perpetuate inequity & steps we can take to rectify it

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Brief overview:
During this session, participants will briefly reflect on the concepts of "diversity" and "excellence" and how the myth of meritocracy has hampered our efforts to increase diversity in medicine. We will review how our current processes perpetuate inequity and stifle diversity by examining the validity and bias of common metrics used in admissions and selection processes. Then we will discuss how individual- and system-level changes in our selection metrics and processes can promote diversity and equity.

By the end of this session, participants will be able to:
• Recognize that diversity and excellence are intertwining rather than competing concepts.
• Explain why our current selection processes perpetuate inequity by promoting homogeneity.
• Describe individual- and system-level changes that can be made to promote equity in selection processes.

Jennifer Spicer, MD, MPH is an assistant professor of medicine in the Division of Infectious Diseases at Emory University. Her primary interest is in medical education, and she is currently completing her master in health professions education at the University of Illinois Chicago campus. She is the recipient of multiple teaching awards from learners and peers, and she holds multiple medical education leadership roles including as a Course Director in the medical school, Director of the Distinction in Medical Education for the Internal Medicine residency program, and Subspecialty Curriculum Lead for the IM residency program.

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