

**Work in Progress**

***'Health Equity Certificate Program: A Pilot Curriculum'***

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**Background:**

- Medical schools across the US are increasingly interested in curricula incorporating the social determinants of health (SDH), structural racism and implicit bias to promote health equity
- Students across Wake Forest School of Medicine have requested additional training around the SDH and community engagement to better prepare them for practice
- While several curricula are described in the literature, few incorporate a multidisciplinary team of faculty and learners across departments and schools, spanning all training levels

**Objectives:**

- To improve knowledge regarding health disparities, health policy, SDH, and enhancement of skills for care of historically marginalized populations.
- To engage participants in the planning and development of effective solutions via research and advocacy in conjunction with community partners via Capstone Projects.

**Methods:**

- Grant funding was obtained to develop a longitudinal Health Equity Certificate Program (HEC) with 11 educational modules; WFBH Faculty were recruited to co-lead the HEC
- The HEC was offered for the first year in 2020-2021 to medical students, physician assistant students, biomedical and nursing graduate students, and medical residents and fellows who were part of the entire WFBH system
- For Capstone Projects, learners identified a community organization engaged in the learner's area of focus and gauge organization's potential interest in partnering. Capstone projects must address

a need defined by the community partner organization. Learners then prepared a Capstone Project Proposal and submitted for approval to HEC leadership

### **Evaluation Plan:**

- Ten participants were recruited for the first year of the curriculum (2020-2021)
- Majority were female (90%) and medical students (70%)
- To date, three educational modules have been completed
- Eight community partners are collaborating with participants on Capstone Projects.
- The following measures will be tracked: attendance; quantitative and qualitative satisfaction of participants and community partners; number of partners engaged; change in knowledge, attitudes, skill enhancement, and practices; and deliverables, such as reflections, projects, and scholarly products
- RedCap online database system is utilized to facilitate evaluation components, including: Learner application process; Module evaluations; Capstone project proposal and implementation process, and overall program evaluation
- Feedback will be utilized to make iterative improvements, as appropriate, to program content, instruction methods, and partnership structures

### **Conclusions:**

- We expect that the HECP will provide educational and multidisciplinary professional opportunities along with strategies for mitigating structural racism and discrimination
- We look forward to promoting community-engaged approaches in conjunction with community partners to address health equities
- We anticipate this pilot will engender an institutional culture change in dismantling racism in medicine in order to promote health equity

### **References:**

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