



**APD Residency Program Directors Section Statement on Anti-Racism in Academic Medicine
April 2021**

The challenges of the past year have provided further evidence that structural racism persists in our country. We have witnessed immeasurable loss and preventable death from physical and racially motivated violence and from the outsized toll of the COVID-19 pandemic on people of color.

The APD Residency Program Directors Section is dedicated to supporting residency and fellowship program directors in achieving excellence in graduate medical education. We stand strongly in support of our colleagues in residency and fellowship leadership as well as our trainees who come from diverse backgrounds, especially those from groups historically marginalized in our country.

We recommend implementing practices that elevate and recognize the contributions of our colleagues and trainees of color. The APD Residency Program Directors Section has a number of initiatives underway to address these issues. Some of these include:

- Participation in mentorship programs for underrepresented in medicine students in association with the National Medical Association and the Dermatology Interest Group Association
- Active participation in the American Academy of Dermatology Diversity Champions Workshop (APD is a co-sponsor of the workshop)
- Creation of virtual forums for program directors and academic faculty to discuss systemic racism and diversity, equity, and inclusion (DEI) efforts in dermatology
- Promotion of increased diversity in dermatology resident recruitment with development of guidelines for holistic review and innovation in the application/selection process to create equitable practices

Looking forward, we are establishing a DEI workgroup within the APD Residency Program Directors Section to create an inclusive group of program leaders with specific goals to build DEI-related residency curricular elements and resources for faculty development, among others. We will also examine our own committees, membership, and leadership to ensure that diverse voices are represented.

We condemn racism and discrimination in all areas and at all levels of medicine. We also challenge training programs and healthcare systems to evaluate their educational frameworks, policies and hierarchy in order to improve equity for all.

As physicians, our guiding purpose is the public good: providing high quality patient centered care, eliminating health disparities and structural racism, and furthering social justice. Ensuring a safe, equitable and positive environment for our patients, learners, and educators is integral to this mission.