

Dear Smiley's Applicant,

In the wake of George Floyd's murder we all have been inundated with a flood of powerful emotions: sadness, despair, anger, frustration, shame, impotence, fear, hope, and then it starts all over.

As a white man born to privilege, I have never experienced racism, homelessness, poverty, or personal trauma. I can't imagine the overt and insidious racism and violence that have been inflicted on African Americans for centuries in our country, nor the resulting deep pain and anger. I understand the protests to say George Floyd's name and the names of so many others and the need to demand change. Martin Luther King said, "Riot is the language of the unheard." I'm trying to hear, listen, and learn.

In the wealthiest country in the world, Black infant and maternal mortality rates are similar to the rates in the developing world. The incarceration rate of Black people compared to white people is shocking, and, in Minnesota, where we pride ourselves in our tolerance, hospitality, and inclusion, the educational disparity between Black and white people is among the worst in the country.

We say "Black Lives Matter!" now as a people, a clinic, a state, and a nation; we have to start acting like it is true. As a department and a clinic, we are exploring how we can be better, more honest, and more effective about issues of racism, diversity, and inclusion. This will be a complex journey, not a single meeting or email. I am nervous because I know it will be hard and uncomfortable, and I am confident because of the people that accompany me on this journey.

As we continue this journey to become an antiracist residency and clinic, we will start with listening and learning. We are developing a curriculum on racism in medicine, health equity, and justice that will be a sustained part of our didactics. We have formed an Equity, Diversity and Inclusion Committee that incorporates faculty, residents and staff to explore the hard issues deeply. We recognize that we have very little racial diversity in our residents and faculty. We believe that having a more representative residency is good for our patients and is the right thing to do. This year we have changed several things in our application review process. Board

scores, proven to contain racial bias, will be viewed as pass/fail. Applications will be reviewed blinded to photo and self-identified race. Everyone in the application review and interview committee will engage in Implicit Bias for Search and Selection training. We will ensure that at least 50% of the applicants we interview self identify as BIPOC. This is all with a 5-year goal of increasing underrepresented minorities to at least 50% of our residency.

We can achieve this goal, and we need your help. We need you to trust us when we say we are working hard to make something better. Trust that we are striving towards equity with not just our words but our actions. Trust that we are committed to permanent change and integrating antiracism into every meeting, curriculum, and policy at our clinic and program. Trust us to provide you with an outstanding Family Medicine education as we grow together.

Tim Ramer
Program Director