

# EMERGENCY MEDICINE RESIDENTS' ASSOCIATION

## Racially Equitable Language and Media in Medical Education

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**Whereas** EMRA recognizes and supports diversity and inclusion for medical students and EM physicians-in-training and maintains a commitment to ensure advocacy for increasing diversity and inclusion in emergency medicine training;

**Whereas** Recent literature defines race as a social construct that is used to group individuals based on physical characteristics, behavioral patterns, and geography. There are no underlying genetic factors associated with race. Using race as a biological marker worsens health disparities<sup>1</sup>;

**Whereas** EMRA supports implementation of training and educational curriculum that addresses systemic racism in emergency medicine;

**Whereas** Several medical professional organizations such as AMA<sup>3</sup>, AAFP<sup>4</sup>, and ACOG<sup>5</sup> support removing race as a risk factor and support removing race as a proxy for biology; and be it further

**Resolved**, that EMRA:

1. Support educational initiatives that demonstrate race as a social construct as opposed to a surrogate for biology.
2. Encourage residency programs to recognize the harms of recognizing race as a proxy for biology and how racism can worsen health disparities.
3. Encourage racially equitable language and media in residency curricula, teachings, and examinations.
4. Collaborate with other professional organizations and experts within the diversity, equity, and inclusion community to identify aspects of medical education that reinforce racism and remove them.

### References:

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2. Tsai J, Ucik L, Baldwin N, Hasslinger C, George P. Race Matters? Examining and Rethinking Race Portrayal in Preclinical Medical Education. *Academic Medicine*. 2016;91(7):916-920. doi:10.1097/acm.0000000000001232

3. New AMA policies recognize race as a social, not biological, construct. American Medical Association. Accessed January 24, 2023. <https://www.ama-assn.org/press-center/press-releases/new-ama-policies-recognize-race-social-not-biological-construct#:~:text=Both%20policies%20reflect%20an%20understanding>
4. Race Based Medicine. www.aafp.org. Accessed January 24, 2023. <https://www.aafp.org/about/policies/all/racebased-medicine.html#:~:text=Race%20is%20a%20social%20construct>
5. Racism in Obstetrics and Gynecology. www.acog.org. <https://www.acog.org/clinical-information/policy-and-position-statements/statements-of-policy/2022/racism-in-obstetrics-gynecology>
6. Krishnan A, Rabinowitz M, Ziminsky A, Scott SM, Chretien KC. Addressing Race, Culture, and Structural Inequality in Medical Education. *Academic Medicine*. 2019;94(4):550-555. doi:10.1097/acm.0000000000002589

**EMRA Policy:**

1. Section II-IV: Diversity and Inclusion
2. Section VI-XI: Unconscious Bias and Cultural Sensitivity Education

**Financial Note:**