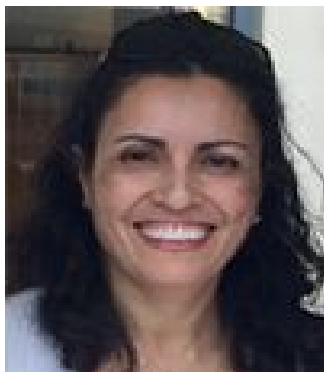


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Roots and Branches:

Grounding us with our communities in solidarity to grow and thrive



People of Contra Costa Family Medicine Residency Program (CCFMRP): Highlights

FACULTY: Dr. Estela Hernandez, MD, Emergency Medicine

I am one of 9 kids, born and raised in Mexico, and immigrated to Southern California when I was 11. My parents have a third grade education and despite wanting a better life for my siblings and I, education has never been a priority, especially for females. However, I've always loved learning and enjoyed school. After joining my parents in the strawberry fields, it was clear to me that higher education was the only way to go. I received a full scholarship to Smith College in Massachusetts, got disowned by my father for leaving the house unmarried, but having the opportunity to meet so many intelligent and independent women, really allowed me to embrace the idea of being a doctor. I've wanted to be a doctor for as long as I can remember as it was a great way to join my love of science and people. When I applied and graduated from the UC Davis School of Medicine, I envisioned myself as being an "everything" doctor, like the doctors in Latin America. That's why I wanted to become a family physician and train at Contra Costa Regional Medical Center (CCRMC). I fell in love with our patient population and the staff caring for them. The location, to my surprise, was also wonderful! Close enough to see my family in an emergency and far enough for the cultural / religious family leash not to reach.

I am passionate about pipelines, and I think they are a great way for all of us to get involved and encourage community members to seek higher education even if they do not go into medicine. I have been a part of growing CCRMC's pipelines for many years. I really enjoy working with the residents, especially meeting all the applicants and hearing their stories.



RESIDENT: Dr. Angela Rodgers, MD, Co-Chief Resident

My journey to CCRMC has been a challenging and invigorating one. After participating in a clinical trial as a child, I became interested in medicine. However, during adolescence, although my parents provided love and support, neither of them had the resources to attend college so they were unable to coach me through the process of applying and preparing for college. Thankfully, I was fortunate to participate in Upward Bound, a college preparatory program for first generation college students. I gained acceptance into UC Davis and worked with several

mentors who guided me through the process of applying to medical school. I stayed in the area to attend the UC Davis School of Medicine where I cultivated a passion for exposing social determinants of health and serving under-resourced communities of color. I knew I wanted to join a residency program that acknowledged these passions of mine.

I knew CCRMC would be the residency for me to gain these skills to serve my community. Indeed, CCRMC is rich in diversity as it pertains to resident experiences and perspectives but if diversity is considered race/ethnicity then CCRMC has some work to do. Activities between CCRMC employees and the communities that CCRMC is trying to engage should include exposure, interaction, promotion. These activities can take various forms such as facilitating educational health care workshops with youth (which is being expanded this summer at WCHC), attending conferences that are dedicated to students of color, and integrating students of color into our hospital and county clinics to encourage matriculation into medicine. Those from different cultures and backgrounds provide different perspectives and ways to relate to patients and the world around them which are very valuable to any health care system and residency.



STAFF: Ms. Patricia Harris-Spruell, Medical Staff

I previously worked for John Muir Medical Center for 15 years in Laboratory services (Problem Resolution Specialist). I really enjoy working in the medical field. I feel it is a part of who I am. If I can do something to make a difference in someone's life...be it a kind word, a smile, or just help them through something they are struggling with, it gives me a sense of making a small difference in the world. After being laid off from John Muir, I went and worked for a blood tube manufacturing company that was very successful but, I always felt like success never comes by making a lot of money and I really missed being in direct contact with people.

I came to the residency department as a scheduler and fell in love with being able to help others again. I really love working with everyone and seeing our residents become competent doctors who travel the world and care for others. I feel like the small contribution I am making here in our office is going global and helping people who would never have an opportunity to get great medical care from someone who really cares about them. I have seen residents come in with low confidence and leave out knowing that they have received the best training to help them be prepared to care for others.

I believe the children are our future. If residents can take time out of their very busy schedules to invest a little bit of time back into the school and or juvenile systems, this will help plant the seed for potential residents of tomorrow to dream big.



Community Words: What is Allyship?

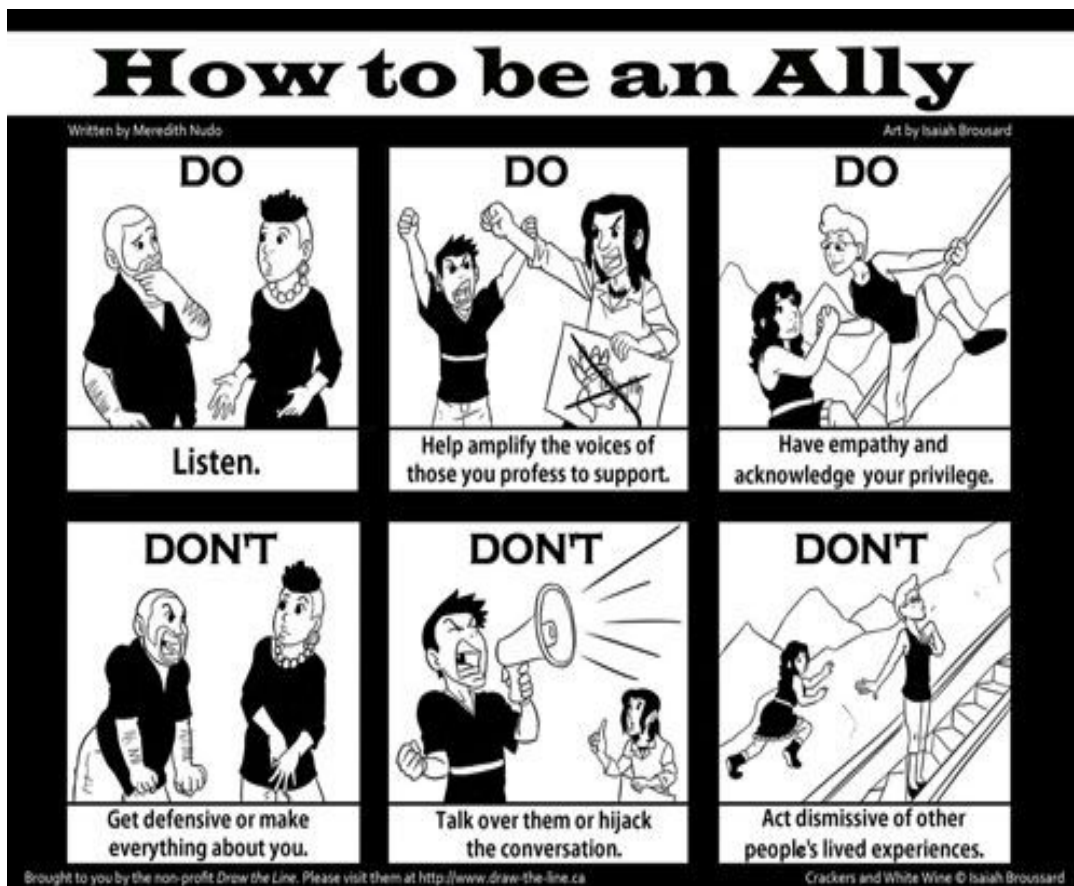
by Margot Albert, PGY-2, RDC Co-Class Rep

In recent times, we are hearing a lot of discussion around issues of diversity, systemic racism, implicit bias, and microaggressions. It is easy to want to live in a society where people don't come from such drastically unequal playing fields, where race doesn't play a role in how people are treated or what opportunities they have, and where people are not subjected to aggressions on a regular basis. It is complicated to figure out how to play a constructive role in making this a more just society. As a white person who has benefited from society's patterns of injustice, and as someone who has not had to face barriers related to race, I think about the role that I can play in trying to address these issues. The reality is that I benefit from the system in the way that it is currently set up. I think it is important to recognize and be aware of this if I am to play any role in trying to change the system.

I think of my role as two-fold. The first is that I need to do the work of trying to understand and unpack my own biases and assumptions about the world. This part can be quite uncomfortable, and can also feel elusive as we tend to internalize biases unconsciously from a young age. While this endeavor is a work in progress, I have found some tools. Listening to and reading about the experiences of people who come from diverse backgrounds in an open and non-defensive way allows me to recognize some of my own assumptions, and to recognize microaggressions that I may have missed in the past. And reading about systemic racism, mass incarceration, white privilege, and myriad other issues is an important part of understanding the larger systemic problems that have brought us to where we are.

The second important part of trying to be an ally is to actively work to try to level the playing field. I am very excited that our residency is working to integrate pipeline programs into the curriculum to make careers in medicine feel more attainable and available to young people in the communities where we work. I also think it is important to look for opportunities to mentor and encourage people to pursue pathways in the medical field if that is something they are interested in, including our patients and people we work with in clinic and the hospital. On an individual level, I try to treat each patient with the respect and dignity they deserve, and to be aware of how my actions will be perceived by the person in front of me. As mentioned earlier, being self-reflective and aware that I will inevitably make mistakes, but to make sure I'm open to learning from them in a non-defensive posture, is incredibly important.

The enormity of racial injustice in our society can feel like an overwhelming problem to tackle, but I think being proactive about this in our everyday lives and on a local level is part of how we start making change.



Recruitment: SNMA Conference 2018





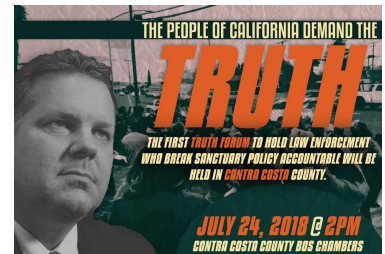
Advocacy: Truth Act Forum - CCRMC Residents Representing!

On Sept. 28, 2016, Gov. Brown signed the TRUTH Act into law. The TRUTH Act went into effect on January 1, 2017.

The TRUTH Act (AB 2792) provides vital “Know your Rights” information to our immigrant community members who are in Immigration and Customs Enforcement’s (ICE) cross-hairs and bring some transparency to local law enforcement participation in federal immigration enforcement.

The TRUTH Act brings transparency to local jail entanglement with immigration enforcement:

- Provides “Know Your Rights” to Every Individual. The TRUTH Act would require a local law enforcement agency, prior to an interview between ICE and an individual in custody, to provide a written consent form that would explain the purpose of the interview, that it is voluntary, and that the individual may decline the interview. The bill requires the form to be translated in multiple languages.
- Ensures Fair Notice to Every Individual.
- Shines a Light and Increases Transparency Around Local Engagement with ICE.
- For more info: <http://www.iceoutofca.org/truth-act.html>



Sustainable Community Engagement: Pipeline

Public Health Solutions at West Contra Costa County

In the summer of 2016, the Contra Costa Family Medicine Residency Program formed a partnership with Public Health Solutions (PHS) to help strengthen health career pathways for young people in West Contra Costa County. In 2017, we opened our clinic doors to over 30 local students from the health academies of Kennedy, Pinole Valley, and Richmond High Schools, and undergraduate students from UC Berkeley, Berkeley City College and Contra Costa College. Students shadowed different health careers from dietitians, physical therapists, social workers, dentists, primary care providers, nurses, radiology technicians, surgical subspecialists and community health workers once weekly over eight weeks. We expanded it to 40 students this past summer! Many young individuals commented on how the clinical shadowing experience helped to affirm their interest in a health career, with one summer intern who reported, ***“This was my first time shadowing a doctor and it has only motivated and reassured me that this is something I see myself doing in the future.”***



GOAL

To grow the next generation of leaders from our local communities of West Contra Costa County - Richmond & San Pablo



GOAL

To introduce young people to our amazing staff and to expose them to different health careers



GOAL

To provide young people with potential mentors as they move forward with college and their careers



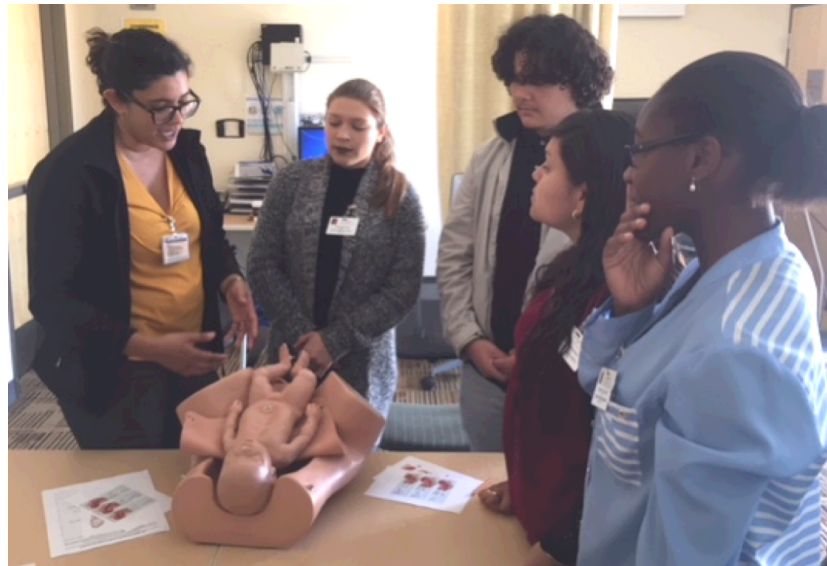
GOAL

To diversify the pipeline of health care staff and providers that share in the lived experiences of the patients we help care for

As part of the summer internship for Public Health Solutions, PHS holds a Professional Development Day for the student interns. Shannon Ladner-Beasley, JiaQi Fan and her team at PHS asked for a hands-on workshop for their student interns. CCFMRP residents delivered!! Some of our amazing residents including Ade Magallanes, Carol's Montes-Rouse, Angela Rodgers and Jenn Shrestha all participated by creating and leading small workshops focused on suturing, delivering a baby, and teaching about and simulating placement of IUDs and Nexplanons. One of our undergraduate summer interns from Health Career Connection, Adilene Alvarado, led a workshop on internships for high school students.



Jenn Shrestha leading a workshop on placing an IUD



Carol's Montes-Rouse teaching about delivering a baby



Ade Magallanes and Angela Rodgers showing student interns how to properly suture



Look at their amazing suturing techniques!



The next generation of health professionals in their white coats!!

Upcoming Community Events!

The Ladder

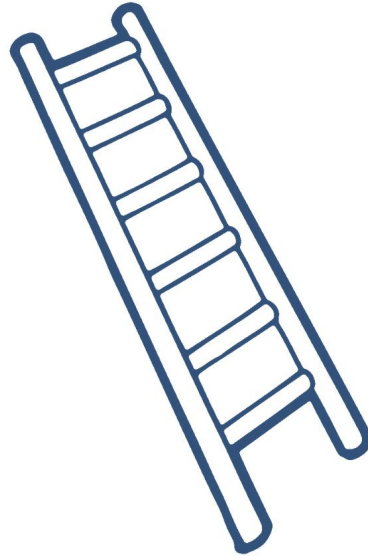
The Ladder is a program to learn cool things about science and about health careers for kids age 9 - 24 years old. You will learn about medicine, health careers, and ways to succeed in science!

**COME LEARN ABOUT
EMERGENCY MEDICINE!**

1-3pm, Saturday October 20th
West County Health Center

13601 San Pablo Ave, San Pablo, CA 94806

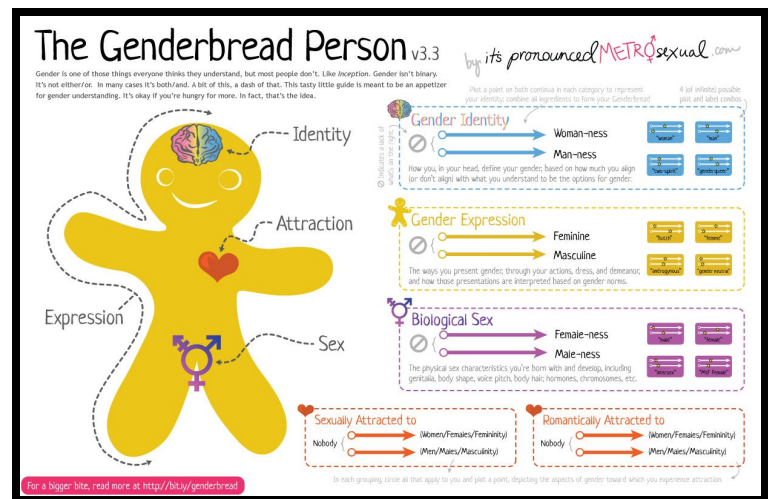
No referral needed. Just show up!
Ask your primary care doctor or
pediatrician for more information
at your next visit!!



- MSFC-Touro MVA Teaching - Nov, 14 2018 at 6pm; Contact Dahlia Norry
- Biology Scholars Program - December 2018

Community Resources

- Learning to discuss gender and gender identity



- For more info, check out Immigrant Rights Resources for Law Enforcement
<http://www.iceoutofca.org/truth-act.html>

The TRUTH ACT: Know Your Rights!

When talking to or in front of law enforcement, anything you say can and will be used against you—don't talk about your immigration status, citizenship, when or how you came to the US, or where you're from.

Resident Diversity Council

- We are a leadership task force dedicated to improving and sustaining diversity in our residency. To that end we advocate bolstering URM students via pipeline programs and active recruitment of URM students into the Contra Costa Family Medicine Residency Program.
- We recognize that it is important to patient care, health outcomes and resident professional development to have physicians that reflect and understand the diverse backgrounds and experiences of our patient population. We advocate for an increased presence within our communities.

Resident Diversity Council Leaders

R3: Jennifer Estrada-Melgar, Angela Rodgers

R2: Margot Albert, Jennifer Shrestha

R1: Joana Loeza, Skender Najibi, Carol's Montes-Rouse, Shakir Saud

Faculty Advisor

Angela Echiverri

Contact Us!

- ccfpdiversityleaders@gmail.com