

RESIDENCY DIVERSITY COUNCIL NEWSLETTER

SPRING 2021

*A publication brought to you by the 2021 - 2022 Resident Diversity Council Co-Chairs & Communications Leads **Dr. Carla Castillo** and **Dr. Marian Younge***



REFLECTIONS FROM THE FRONT LINE

As COVID-19 continues to disproportionately affect the Latinx community, it has been a privilege to be involved in some of the Department of Public Health's outreach work. The first event came to be after the department had received a request from a parish in Richmond for more education about avoiding COVID. Thinking of this community reminded me of my own family, and I was highly motivated to be part of the event. Dr. Radhakrishna and I went Sunday morning and sat in during mass, which was held in a baseball field to allow for social distancing. At least 100 people attended this service and they all stayed late to listen to our conversation. We provided the grim realities of COVID-19, emphasized public health guidance, and provided resources for food and financial help. At another event, Dr. Joana Loeza and I were able to host a virtual outreach event and talk to members of El Congreso Familiar, which focuses on children with disabilities. We were able to answer questions for parents in Spanish. These experiences have helped me feel connected to efforts in preventing some of the most tragic outcomes we have seen in the hospital. -- **Sofia Gonzalez, MD, PGY-1**

Working with the Office of the Director's COVID-19 Historically Marginalized Communities Engagement Team, outreach events to the Latinx community have been conducted by Drs. Mayra Carrillo (PGY-1), Martin Escandon (Family Medicine & Obstetrics Faculty), Nery Guerrero (PGY-1), Estela Hernandez (Associate Program Director & Emergency Medicine Faculty), and Joana Loeza (PGY-3). Thank you so much for your commitment!



FEATURED RESIDENCY OFFICE STAFF: ERNESTINE MULLEN

Who you are and where do you call home? I'm Ernestine Mullen, originally from Birmingham, Alabama by way of SoCal (San Diego/Spring Valley California) where I worked as an Administrative Support Supervisor for Xerox State Healthcare Enterprise Services, in the Medi-Cal Field Office. In October 2011, I relocated to the San Francisco office.

What brought you to CCRMC? Due to an office closure/lay off in September 2012 of our San Francisco office, I started with the Residency Program on January 7, 2013 as an Agency Temp, later became a County Temp Worker on May 21, 2013 and later a full-time permanent employee of the Residency as a Scheduler, Medical Staff Coordinator, and Notary Public.

What keeps you motivated? First and foremost, my salvation and faith in the Lord Jesus Christ keeps me motivated and the love of family and friends - **Residency IS my Family!** I've always enjoyed being helpful to others and learning from others and our Family Medicine Residency Program is a great place to help those who help others.

How does the CCRMC community support you? The Residency Program has allowed me to see and to be a part of the inner workings of what goes into the making of GOOD doctors, compassionate, committed, caring and helpful doctors. These are the characteristics of a loving and cohesive family. And this is the support that I get from my CCRMC Family.

What are ways we can help each other rise? Be honest with our feelings, communicate those feelings in a safe environment and allow that communication to become an opportunity for personal growth.

What does diversity mean to you? Diversity means to embrace and be open to our differences; you might just gain a friend.

2020 was a year of tremendous loss - yet there's reason to celebrate *Marian Young, MD, PGY-2*

2020 was a year of a series of losses. More than 500,000 Americans died at the hands of the deadly COVID-19 pandemic. One in four Americans knows someone who has lost their job because of the pandemic and almost half of lower-income adults had trouble paying their bills. School closures meant families have struggled with work and childcare while trying to support their children with online learning. For many households led by single parents, or those with low income, special needs, and/or language barriers, this task became even more challenging. Isolation took a toll on the mental health and wellbeing of many including being separated from their loved ones during major milestones: birthdays, holidays, weddings, graduations. For victims of domestic violence, stay at home orders meant increased exposure to perpetrators with limited means of escape. Program closures and isolation resulted in an increase in opioid and other drug related deaths.

For communities of color, 2020 was an even more dismal year marked by racial inequity and systemic racism. Black and Latinx individuals are more than 2.5 times likely to experience COVID19 and almost 5 times more likely to be hospitalized with COVID-19 than whites. The statistic is even more dire for Native American communities who are about 5.3 times more likely to be hospitalized with COVID-19 (CDC). Even with vaccine roll out, disparities among which groups receive them persist. On May 25th 2020, many Americans watched in horror as George Floyd, a 46 year old African American male was killed by police after being arrested for allegedly using a counterfeit bill. Ahmaud Arbery was shot by white vigilantes while jogging in his neighborhood. Breonna Taylor was murdered by police while sleeping. Each month seemed to bring more dismal news of death, loss, sorrow and injustice. The list of names whether nationally recognized or not represents a valuable life.

Yet amidst these losses, there have been rays of hope. Across the world, hundreds of thousands of people joined in protests against police brutality and touting support for Black lives. America voted for its first Black and South Asian female Vice President and a new President. Several companies made pledges to support historically marginalized communities. The American Academy of Family Physicians urged Congress to make racism a public health emergency. Contra Costa County declared racism a public health emergency and played an instrumental role in the formation of the Office of Racial Equity and Social Justice. Across the residency, efforts to combat racism have yielded the RADical series focused on reading antiracism and engaging in dialogue, the Antiracism Journal Club, the development of a resident led group of CoCo Co-Conspirators* that works to address structural racism, and the holding of a community vigil to honor Black Lives.

Despite efforts in progress, we must acknowledge the background of dissonance that exists, fueled in part by a political movement aimed at masking xenophobia and racism with a cloak of nationalist pride. With the end of the Trump presidency and the transition to the Biden administration, the effects of an anti-progressive culture remain. Trump supporters contested election results based on unfounded claims of election fraud, undermining the democratic process that is foundational to this

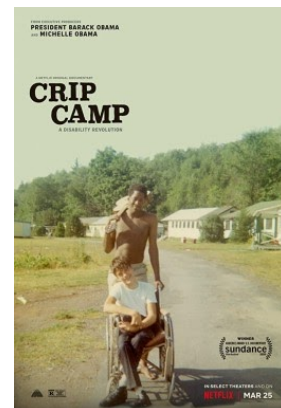
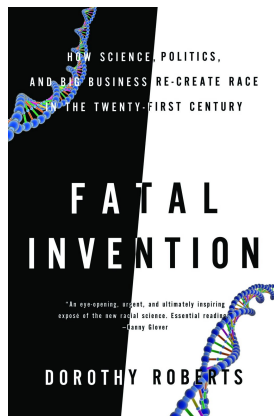
nation. On January 6th, far right supporters stormed the Capitol building in an effort to overthrow the government. Mistrust of governmental agencies left many questioning the effectiveness of health measures such as wearing masks. Attempts to “Make America Great Again” rather than “Keep America Great ” led to a rise in domestic terrorism by white supremacy groups.

While efforts of progress and regress continue to co-exist, we must not forget the overall trend toward progress that persists in part because of individual, community and state-wide actions such as those listed in our very community. The collective work of activists and community leaders across the country have and will continue to shape the outcomes we hope to see. The challenge remains continuing forward in the midst of ongoing counter-active efforts. The feelings of despair and rage that galvanized action must continue to fuel this drive forward. In the words of Dr. Martin Luther King, Jr., “Change does not roll in on the wheels of inevitability but comes in through continuous struggle.”

DEFINITIONS

An ally will mostly engage in activism by standing with an individual or group in a marginalized community. An accomplice will focus more on dismantling the structures that oppress that individual or group—and such work will be directed by the stakeholders in the marginalized group. (definition from Learning for Justice)

*Co-Conspirator (v) –taking an active role in dismantling structures that oppresses an individual or group; forfeits or leverages power, privilege to transform our societal conditions; takes “responsibility for the power that we hold to transform our conditions” (Alicia Garza, Black Lives Matter)



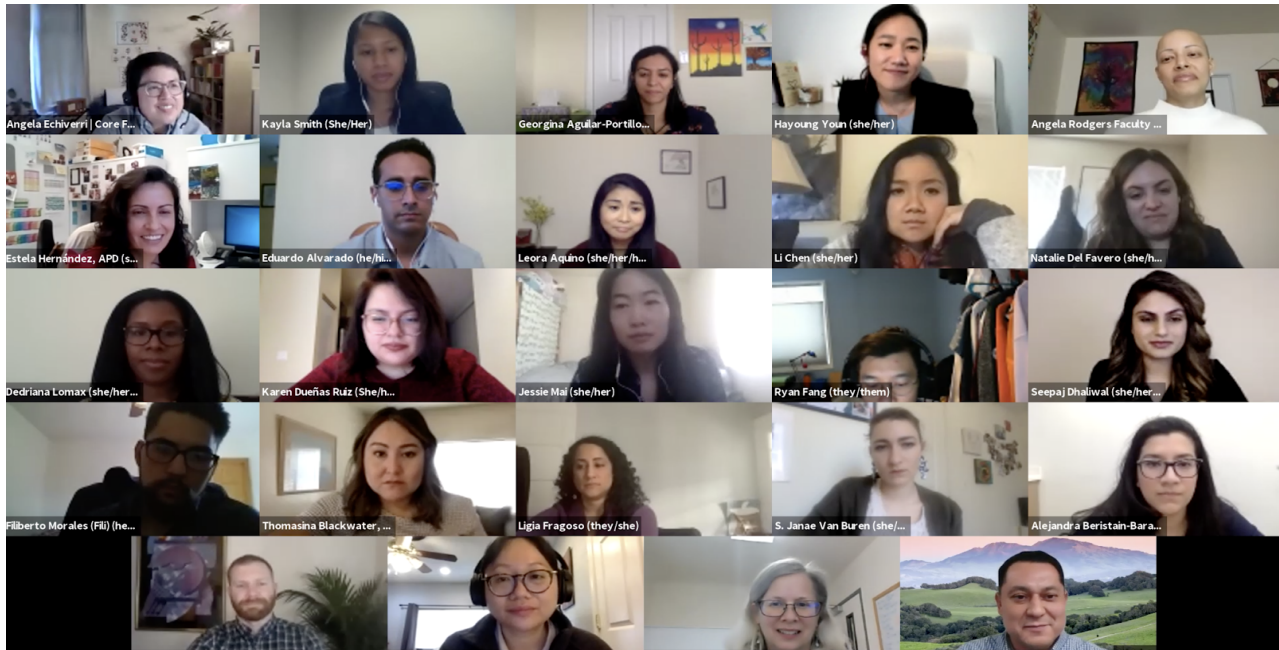
Working Towards RADical Change *Prachi Priyam, MD, PGY-2*

The RADical Series, CCFMR's monthly anti-racism discussion series that launched in August 2020, passed the six month mark and is nearing its one year milestone! In a year marked by grief and anger as well as resilience and resistance, our Residency community has come together to learn, grow, and work towards becoming more actively anti-racist: from recognizing that race is a social construct through Dr. Dorothy Roberts' works to teasing through the intersectionality of race, gender, abolition, sexuality, and disability. Residents and attendings have collaboratively created a safe and brave space in which we open ourselves to the vulnerability required to fight against the centuries of racism and oppression built into the foundation of this country and within medicine.

We are also eagerly looking forward to how this endeavor will grow. Some of our goals for the 2021-2022 academic year include expanding our meetings to include the greater CCRMC community, creating a social justice space within the library, and hosting a summer anti-racist reading program for our incoming first year residents. The RADical Series team expresses gratitude to all of our facilitators and participants for your incredible engagement thus far. We are excited to continue this journey with all of you!

The RADical Series Team includes Prachi Priyam, PGY-2 and Marian Younge, PGY-2 along with Attendings Drs. Angela Echiverri, Ne Ferguson, and Sarah McNeil. For more information and/or to learn how to get involved, email our team at TheRadicalSeries@cchealth.org. Copies of books discussed during the RADical Series will be available for check out, once renovations to the library are complete. These books will be available to be checked out at the library by our residents, faculty and staff at CCHS!

Annual Diversity 2nd Look Celebration!
















On Tuesday, January 19th, the Contra Costa Family Medicine Residency Program hosted its 3rd annual Diversity 2nd Look Celebration. This event is organized and supported by our URM/BIPOC faculty and resident community. We hosted 30 applicants from across the country, which is **three times the amount from previous years** (8 in 2019, 10 in 2020, and 30 virtually this year!) This Celebration focuses on the recruitment of diverse residents who reflect the lived experiences of the communities of Contra Costa County. This outreach event helps us share deeper insight into our program's commitment to DEIA with a focus on our community and capacity building efforts, and important DEIA work in the areas of community engagement, health career pathways, equity-based curriculum, learning climate and alignment with health system and county efforts. We continue to amplify the importance of this work as an integral component of growing strong physician leaders who provide excellent care and partner with our patients and communities across Contra Costa County and beyond!

“You did a wonderful job. This event really helped me understand CCRMC and all the work that you are doing towards increasing diversity, equity and inclusion.” - Diversity 2nd Look Attendee

Welcome Class of 2024!

The Contra Costa Family Medicine Residency Program is excited to welcome the incoming Class of 2024! Our future house officers hail from medical schools all over the nation, including California, Colorado, Illinois, New Hampshire, New Mexico, Oregon and Pennsylvania. Orientation starts on June 9th, so please extend a warm welcome to the newest members of our residency community!!

CONTRA COSTA HEALTH SERVICES • CLASS OF 2024

 Tristen Adams, MD/MPH Univ. of New Mexico	 Bianka Aguilar, MD Keck USC	 Hillary Carneal, MD UC Davis	 Alexis Chaet-Lopez, MD Perelman Univ. of Penn
 Mallory Cless, MD UCSD School of Medicine	 Maya DeGroote, MD Geisel School Dartmouth	 Kunal Doshi, MD/MPH Univ. of Colorado	 Stephanie Glick, MD Loyola Univ. Chicago
 John Hawkins, MD Univ. of Chicago Pritzker	 Karlee Kirkpatrick, DO/MSW Chicago Osteopathic Univ	 Tiffany Ku, MD Loyola Univ. Chicago	 Stephannie Ratchliff, MD/MS UCSF School of Medicine
 Arianna Robin, MD Oregon Univ School Medicine	UNOFFICIAL PHOTOS OF THE CLASS OF 2024 😊 WELCOME 😊 Official Photos Will Be Available by June 30th		

Congratulations to our Graduating RDC Leaders!

The Resident Diversity Council would like to congratulate our graduating RDC leaders!!! The RDC is a strong community aligned in values and purpose, and has evolved under the resolute leadership of our former Co-Chairs Dr. Najibi and Dr. Saud, as well as the relentless advocacy of Dra. Loeza and Dra. Montes-Rouse. We would like to extend our gratitude to you all for inspiring us with your brilliance, your staunch conviction to your deeply held values, your unwavering love and support, your bold leadership, and your commitment to our patients and our communities. You have paved the way for each of us, and have transformed our residency program and our health system to help us move further towards equity and justice. We are excited about your next steps, and grateful to you for sharing your brilliance with us and look forward to you sharing that with the world.



Dra. Joana Loeza

Family Medicine Obstetrics Fellowship
San Jose, CA



**SANTA CLARA
VALLEY MEDICAL CENTER**
Hospital & Clinics



Dra. Carol's Montes-Rouse

Perinatal and Child Health Fellowship
Oak Park, IL



Dr. Skender Najibi

Family Medicine Ambulatory Care - Attending at West County Health Center
San Pablo, CA



Dr. Shakir Saud

Contra Costa Family Medicine Residency - Chief Resident / Global Health Fellow
Martinez, CA





Resident Diversity Council (RDC) contact Us! residentdiversitycouncil@cchealth.org

The Resident Diversity Council (RDC) is a leadership taskforce dedicated to improving and sustaining diversity in our residency program. To that end, we advocate for increased diversity by prioritizing health career pathway programs, and active recruitment of students underrepresented in medicine into higher education across college, health professional programs, and into our County's health system overall. We recognize that diversity, equity and inclusion are important to patient care, health outcomes and to our overall professional development. It is important to have physicians that reflect and understand the diverse backgrounds and lived experiences of our patient population.

RESIDENT DIVERSITY COUNCIL (RDC) LEADERS

Graduating R3s: Joana Loeza, Carol's Montes-Rouse, Skender Najibi, Shakir Saud
 Rising R3s: Ana Boulos, Carla Castillo, David Pichardo-Gomez, Prachi Priyam,
 Lilia Sanchez, Fatumata Saho, Marian Young
 Rising R2s: Isabel Cuervo, Jennifer Devries, Nery Guerrero, Sofia Gonzalez, Sara Muralles

LEADERSHIP

2020 - 2021 Co-Chairs: Skender Najibi & Shakir Saud 2021 - 2022 Co-Chairs: Carla Castillo & Marian Young

COMMITTEES

Communications

Carla Castillo & Marian Young
 Faculty: Estela Hernandez

Community Engagement

Ana Boulos & Joana Loeza
 Faculty: Angela Rodgers

Education & Scholarly Activity

Skender Najibi & Prachi Priyam
 Faculty: Angela Echeverri

Equity Groups

Lilia Sanchez & Fatuma Saho
 Faculty: Angela Rodgers

Health Career Pathways

Ana Boulos & Joana Loeza
 Faculty: Angela Echeverri

Recruitment

David Pichardo-Gomez & Shakir Saud
 Faculty: Estela Hernandez

Sustainability

Carol's Montes-Rouse
 Faculty: Angela Echeverri

FACULTY ADVISORS Angela Echeverri, Estela Hernandez, Angela Rodgers