



Increasing Diversity

Most medical education patient examples are limited in their representation of the diverse patient population

Include Diverse Patient Examples

Discussions of disparities should be incorporated into all sessions

- **Language** – Utilize patients who don't speak English
- **Culture** – Showcase patients from other cultures
- **Gender** – Male, Female, non-binary, and transgender patients
- **Sexual Orientation** – Mention same-gender marriages
- **Religious Beliefs** – Patients with beliefs that affect care
- **Socioeconomic Realities** – Patients whose social and economic situations impact care
- **Names** – Use names that suggest diverse backgrounds
- **Neurodivergency** – Insert patients with autism, ADHD, etc.
- **Disabilities** – Add patients with disabilities unrelated to the disease being treated
- **Body Sizes/Shapes** – Include various body sizes and shapes
- **Illustrations** – Use illustrations with different skin tones
- **Pronouns** – Employ they/them pronouns
- **Disparities** – How do various disparities affect patient care?

Utilize Diverse Images

Resources to improve representation in presentations

- **Unsplash** – Search for specific tones or concepts
<https://unsplash.com/>
- **Vice: Gender Spectrum Collection** – Free LGBTQ+ stock photos
<https://genderspectrum.vice.com/>
- **WOC in Tech** – Stock photos of women of color in tech
<https://www.flickr.com/photos/wocintechchat/>

- **Stocksy** – Diverse photography and videography
<https://www.stocksy.com/>
- **Diversity Photos** – Inclusive photography
<https://diversityphotos.com/>
- **Black Illustrations** – Diverse illustrated images
<https://www.blackillustrations.com/>

Employ Language Resources

- **Antibias and Inclusive Language in Scholarly Writing: A Primer for Authors** –
https://journals.lww.com/academicmedicine/Fulltext/2022/12000/Antibias_and_Inclusive_Language_in_Scholarly.37.aspx
- **APA Bias-Free Language** –
<https://apastyle.apa.org/style-grammar-guidelines/bias-free-language>
- **General Principles for Reducing Bias – APA Style** –
<https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/general-principles>
- **JAMA Updated Guidance on the Reporting of race and Ethnicity in Medical and Science Journals** –
<https://jamanetwork.com/journals/jama/fullarticle/2783090#:~:text=and%20science%20literature.-,The%20reporting%20of%20race%20and%20ethnicity%20should%20not%20be%20considered,ethnicity%20with%20these%20other%20factors.>
- **GLAAD's media reference guide** –
<https://glaad.org/reference>
- **ADA's guidelines for writing about people with disabilities** –
<https://adata.org/factsheet/ADANN-writing>