The Family Medicine Residency of Western Montana acknowledges that we are in the aboriginal territories of the Salish and Kalispel people. Today, we honor the path they have always shown us in caring for this place for the generations to come.

Residency Equity, Anti-Racism, and Cultural Humility (REACH)

FMRWM strives to enhance health equity for our patients and the communities we serve, and to value and strengthen diversity within our own residency family. REACH defines some of the core values that underlie our ongoing efforts as a program to be allies and advocates through Family Medicine training and practice. Our REACH efforts and goals include the following areas of focus and are in constant growth and evolution as we continue on this journey as a program:

### Program Structure and Culture

- REACH committee involving residents and faculty to guide our efforts
- Incorporate REACH values in program strategic priorities
- Assess program mission, vision, policies, and procedures with an anti-racism, diversity, and equity lens
- Develop and identify program-supported opportunities for self-examination, exploration, exposure, and growth
- Continue to strengthen partnerships in our region with entities caring for diverse populations

### Recruitment and Retention

- Foster a program culture welcoming to, supportive of, and strengthened by the talents and perspectives of all residents, faculty, staff, and patients
- Ensure wholistic application review in the resident and faculty recruitment process
- Proactively engage with students from diverse backgrounds at national conferences and other venues
- Ensure support and mentorship for residents who are BIPOC, LGBTQIA+, or otherwise underrepresented in medicine

### Curriculum

- Ensure foundational experiences in the Introduction to Family Medicine rotation, including education on implicit bias and American Indian historical trauma and cultural humility
- Implement a longitudinal curriculum integrated into various aspects of didactic and clinical teaching, including social determinants of health, structural racism, microaggressions, and privilege
- Ensure regular faculty development on topics of diversity, equity, and inclusion

### Community Engagement and Workforce Development

- Harness partnerships in the community to support workforce development for underrepresented and BIPOC students