

**ACS Cancer Conference 2025**

March 12-14 | Phoenix, AZ

# Inclusive Excellence – Integrating Equity into Surgical Quality

Anthony J. Froix, MD, MBA, FACS

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## Disclosures

Anthony J. Froix, MD, MBA FACS, has no actual or potential financial relationships or affiliations to disclose.

The content in this presentation represents my personal view and not necessarily that of UTSW.

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# UTSW Surgery Department Office of Engagement and Excellence

Anthony J. Froix, MD, MBA, FACS

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Vice Chair, Office of Engagement and Excellence

UT Southwestern Department of Surgery

Member, Committee on Cancer



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## UTSW Department of Surgery - Office of Engagement and Excellence

*Our mission is to ensure that our employees and learners thrive in a welcoming and supportive workplace, ultimately delivering compassionate and comprehensive care to the patients and communities we serve.*

- Education and Awareness Building
- Professional Development
- Evaluation and Research
- Celebration through Events

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## UTSW Department of Surgery - Office of Engagement and Excellence

### Overview

- 2021 ACS DEI Grantee
- Development and Implementation of Structural Disadvantage Curriculum for the Department of Surgery Trainees and Faculty at University of Texas Southwestern (SDC)
  - Goal 1 - Education re: structural disadvantages that serve as barriers to care
  - Goal 2 – Assessment of change in knowledge, beliefs and attitudes

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## SDC Topics (Part 1):

- Housing Segregation, The Unhoused, and Mental Illness
- Latino Epidemiology & LatinX
- LGBTQ Patient Centered Care; LGBTQIA+ Health
- Mass Incarceration
- Substance Abuse and Addiction; The Needs and Challenges of Patients Who Use Substances

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## SDC Topics (Part 2):

- Reproductive Justice - Dr. Shivani Patel and Anne Lai Howard
- Weight, Obesity and Fatphobia
- Trauma Informed Care Lecture
- Mental Illness

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## SDC Outcomes:

- More meaningful conversations with patients
- Increased recognition of factors that lead to health disparities
- Increased understanding and empathy for patients
- More awareness of wording when engaging with patients

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# ACS Office of Inclusive Excellence

**ACS** Cancer Programs  
American College of Surgeons

## Overarching Aims of the Office of Inclusive Excellence

Established in 2021, the ACS Office of Inclusive Excellence – 4 Priorities:

1. Educate members and staff to increase individual's capacity as equity practitioners
2. Embed equity, the 6th domain of quality, into all quality program efforts to improve patient outcomes for ALL patients
3. Engage in research activities to determine impact and efficacy
4. Innovate and drive solutions to address socially evolving topics relevant to members and patients

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# ACS IE Certification Course

2024 Clinical Congress



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# Inclusive Excellence Certificate Course

Saturday, October 19, 2024

**54 Attendees**

## Course Description:

- This longitudinal course is uniquely crafted by surgeons, for surgeons and surgical/program staff.
- It is led by experienced surgical professionals who bring a wealth of knowledge and firsthand experience in implementing IE principles within the surgical field.
- Whether you are a trainee, practicing surgeon, Inclusive Excellence (IE) Leader or Vice Chair of IE, this course will provide you with practical, actionable strategies to enhance inclusivity and equity in your practice.

# IE Certificate Pathway Participants

## Group 1

**Trainees/Faculty,  
Surgery/Program Staff,  
Community Surgeons**

- Increase one's **individual capacity** to contribute to environmental safety and implementing equitable practices in their immediate work environments:
- QI projects

## Group 2

**ACS Chapters IE Leads /  
(Academics) Vice Chairs of IE**

- Increase the capacity of leaders to implement equitable practices at their **organization or program levels**:
- Data from 1<sup>st</sup>, 2<sup>nd</sup>



## Faculty

### Chairs:

Tracy M. Downs, MD, FACS

Cherisse D. Berry, MD FACS

### Pathway 1 Faculty- RAS/ YFA/ Community Surgeons

Gezzer Ortega, MD, MPH, FACS

Kenneth Lynch, PhD, APRN-CNP

Yewande R. Alimi, MD

William Ward, MD, MS, FACS

Minerva Romero Arenas, MD, MPH, FACS

Nicole Goulet, MD, FACS

Scott Reetz, MD, MPH

Randi Smith MD, MPH

Waddah B. Al-Refaie, MD, FACS

Valentine N. Nfonsam, MD, MS, FACS,  
FASCRS

### Pathway 2 Faculty- ACS Chapters IE Leads / (Academics)

#### Vice Chairs of IE/Organization IE Leads

Tania K. Arora, MD, FACS, FSSO

Yue-Yung Hu, MD, FACS

Daniel L. Dent, MD FACS

Anthony Joseph Froix, MD, MBA, FACS

Courtney Collins, MD FACS

Erika Adams Newman, MD, FACS

Paris Butler, MD, MPH, FACS

Jenny Shao, MD, FACS

Callisia N. Clarke, MD, MS, FACS, FSSO

### QI Projects

Heidi Nelson, MD FACS

Meera Kotagal, MD, FACS

Lillian S. Kao, MD,

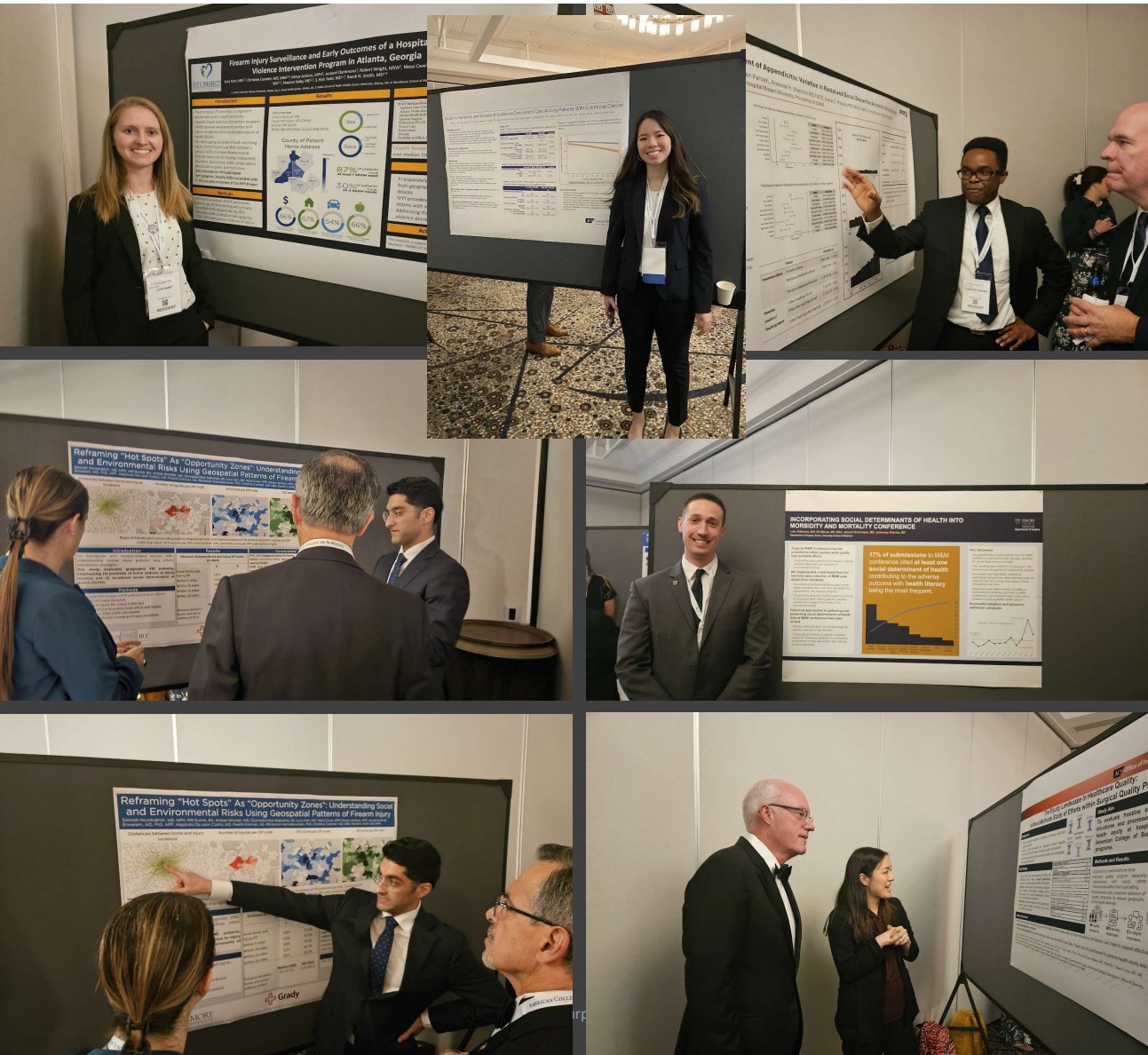
FACS

Kathie Ann

Joseph, MD, FACS

## 2024 Clinical Congress Certificate Course





# IE Research Reception

- 7 Residents presented equity research posters at the 2024 Inclusive Excellence Research Forum and Reception
- Creighton
- Emory
- UCLA Harbor
- Brown

# ACS/Clinical Congress 2025

October 4–7 | Chicago, IL

## **SAVE THE DATE:** **Inclusive Excellence Certificate Course**

Sunday, October 5, 2025 | 9:45 AM-5:15 PM CT



[facs.org/clincon2025](https://facs.org/clincon2025) #ACSCC25



# Office of Inclusive Excellence

American College of Surgeons

**SCAN FOR A CHANCE TO  
WIN FREE REGISTRATION**

**Inclusive Excellence Certificate Course**

Sunday, October 5, 2025

9:45 AM-5:15 PM CT

**PROMOTION DEADLINE:** Friday, August 1

**WINNER ANNOUNCED:** Monday, August 4



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# Thank you!