

FM REVIEW 2018 10 COMMENTS

COMMENTS TO EDITOR: The authors have done a strong job of revising their poem. The images are touching, and their personal conviction comes through strongly. I also think the whole piece is much better for eliminating the description of the Diversity Workforce project, which really does not belong in a narrative essay.

I make a couple of minor suggestions below, one for the poem itself, and one for the end note. Without duplicating the original material, I think the authors can clarify the nature of the Workforce a bit more. There is also one sentence in this note that seems ambiguous to me, and I've tried to clarify this.

I would recommend accepting this piece with a few minor changes. It is quite an innovative outcome to have a poem resulting from a workforce project, and I see it is a poignant reminder that the personal is political, but also the political (and professional) is personal.

COMMENTS TO AUTHOR: This is a much improved version of the poem. It is tighter, more spare, and thus more powerful. I suggest one further small revision in the poem itself; and one in the explanatory note at the end. In the second-to-last stanza of the poem, I think you could eliminate the final 3 lines ("United in humanity/a warm smile/an understanding voice"). These seem a bit sentimental as well as unnecessary. End with "Advocacy for all" - this is the powerful line.

In terms of the end note, without making it too long, you might note the membership of the Workforce (as you did in the original submission), i.e., medical students, physicians etc. Also, I was unclear about the meaning of this sentence: "As underrepresented minorities in medicine, we evaluated implicit biases and their impact on both workforce diversity and health equity." Are you saying that as part of the Workforce, you conducted evaluations of implicit bias; or that, as a member of a minority group, you are forced to do this on a daily basis? My confusion arises because the preceding two sentences seem more personal, as though you are speaking from your own experience as underrepresented minority medical students. Since the point you're making is that these concerns are not "abstract," but personal, you might consider modifying the sentence to read, "As underrepresented minorities in medicine, we must confront implicit biases and their impact on both workforce diversity and health equity on a daily basis."

I was moved by this poem and by the idea that our best work often has deeply personal roots. A poem emerging from a diversity workforce project is a beautiful way of showing and sharing this truth.