

Brief recap of 2018 and 2019 ALGIM Workshops related to Inclusion (2018) and Diversity (2019)

2018: Fostering a More Diverse, Equitable and Inclusive Work and Learning Environment

- Background and level setting on diversity and inclusion
 - Review of evidence base
- Learning objectives:
 - List two benefits of diversity and inclusion
 - Distinguish between implicit and explicit bias
 - Identify one strategy to debrief on encounters potentially influenced by implicit or explicit bias
 - Identify a strategy to shake up the status-quo to enhance diversity and inclusion
- Focus on inclusion and addressing institutional culture
 - Interpersonal encounters
 - Implicit versus explicit bias
 - Microaggressions
 - Structural opportunities for enhancement
 - Emphasized the importance of measuring and tracking outcomes of organizational change efforts
- Skill development
 - Group brainstorming on addressing bias using a real-life vignette
 - Application of Dr. Camara Jones' framework for organizational change
- Commitment to change

2019: Training for Academic Leaders on Mitigating the Effects of Implicit Bias to Maximize Recruitment Opportunities

- Built on 2018 workshop to focus on optimizing recruitment efforts to enhance diversity
 - Goal to develop skills to recruit more diverse talent into inclusive environments
- Learning objectives
 - Describe successful evidence-based tactics to enhance diversity
 - Recognize opportunities in the recruitment process that perpetuate the status quo
 - Identify strategies to shake up the status quo
 - Develop and articulate statements to counter biased statements/actions
 - Specific and relevant to our unique professional contexts
- Reviewed evidence-based interventions
- Strategy identification
 - Search committee used as a case study
 - Application of Dr. Camara Jones' framework for organizational change
- Skill development
 - Role-play exercise aiming to counter biased statements and actions from participant generated scenarios
 - Enhanced relevance of skills to participants' own professional contexts
- Commitment to change

SKILL DEVELOPMENT AND PRACTICE (part 1)

Setting: Participants will individually complete steps 1 and 2

Exercise duration: 5 min

Instructions:

- Consider a challenge to UiM leadership success specifically relevant to your professional context
 - Complete steps 1 and 2 of the worksheet

Step 1:

Skill building to improve the experience of UiM leaders at an individual/interpersonal level:

Think of scenarios you have witnessed in the past (or practice using one of the examples provided on the slide) in which you could have utilized a skill to improve the situation for the UiM leader and therefore help support their success.

OR

Skill building to improve the experience of UiM leaders at the structural level:

Think of structural factors in your professional context that you can influence to improve the equity of opportunity and experience for UiM faculty to ascend into leadership roles.

- Write it down (de-identified, please)

Step 2:

Design a strategy to address the situation you have described in Step 1.

- Write it down

SKILL DEVELOPMENT AND PRACTICE (part 2)

Setting: Participants will be paired in breakout rooms

Exercise duration : 20 min (10 min for each member of the pair)

Instructions :

- Consider the identified situation from step 1 of this worksheet
- Complete steps 3 through 5
 - Each member of the pair will have time to practice
 - Identify challenges and successful strategies
- Once everyone returns to the main session, there will be an opportunity to discuss the results and unexpected outcomes.

Step 3a:

Describe the scenario from Step 1 to your partner.

Act it out in a role-play (if an individual skill) **OR** share your approach in a think-pair-share in detail for feedback (if a structural skill)

GOAL is to articulate **exactly** what you would say.

Partner- notice what reaction you have to their strategy and be prepared to give feedback

- Write your reaction down in the space below

Step 3b:

- Use the space here to write down how **you** felt as you were verbalizing **your** strategy after you finish the first role-play/think-pair-share.

Step 4a:

Discuss your answers to 3a and 3b. Consider an alternate strategy. Repeat steps 3a and 3b using the alternate strategy (or refine the original strategy and use it again).

Partner- notice what reaction you have to their strategy this time and be prepared to give feedback

- Write it down

Step 4b:

- Use the space here to write down how **you** felt as you were verbalizing **your** strategy after you finish the re-do of the role play/think-pair-share.

Step 5:

Consensus: Decide some optimal strategies to deal with the issues above to ensure you are able to contribute to the success of your UiM leaders.

- Write it down and then repeat steps 3 to 5 for the other half of the dyad using their worksheet.

Space for other reflections:

Unanticipated challenges? Surprisingly effective strategies? Questions for the large group debrief?