



Office of
Diversity and Outreach

Diversity & Inclusion Staff Certificate Program Summary 2016-2017

Goal

To develop a more capable workforce by enhancing staff competencies and capacity relevant to diversity, equity and inclusion, in order to leverage these toward achieving and sustaining campus-wide inclusive excellence.

Objectives:

- Increase understanding of foundational concepts for Diversity, Equity and Inclusion
- Considerations and tools for creating an inclusive climate at work
- Enhance professional development opportunities
- Contribute to university community addressing unmet diversity needs

Content - Foundational Concepts:

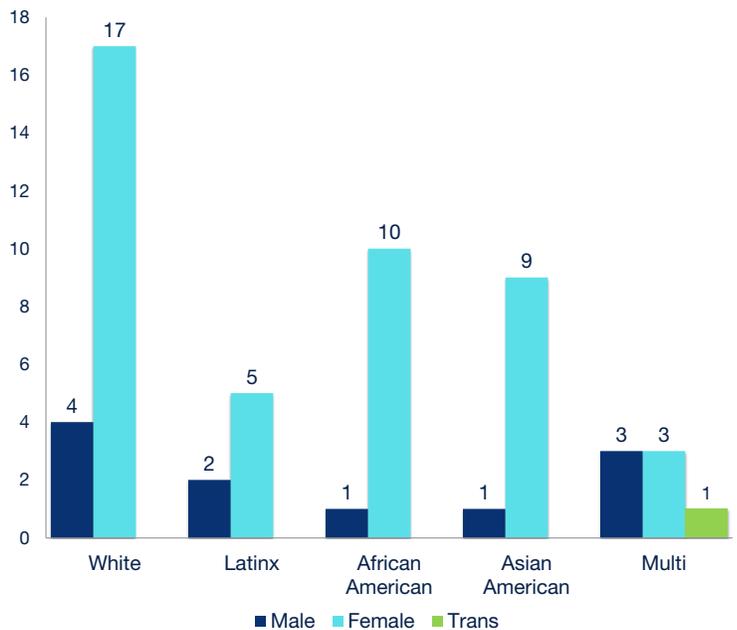
- **Week 1:** Self-awareness, Intersecting identities
- **Week 2:** Understanding race & ethnicity; Examining Power & Privilege
- **Week 3:** Social Justice; Racial inequities
- **Week 4:** Unconscious Bias; Stereotype Threat
- **Week 5:** Microaggressions; Allyship
- **Week 6:** Tools; Compliance

Elective Sessions:

- **Week 7:** Native Americans; African Americans; Latinxs*; Asian Americans
- **Week 8:** LGBTQI; Women; Disability; Veterans
- **Week 9:** National Origin & Immigration status; Religion; Class

Participant Demographics

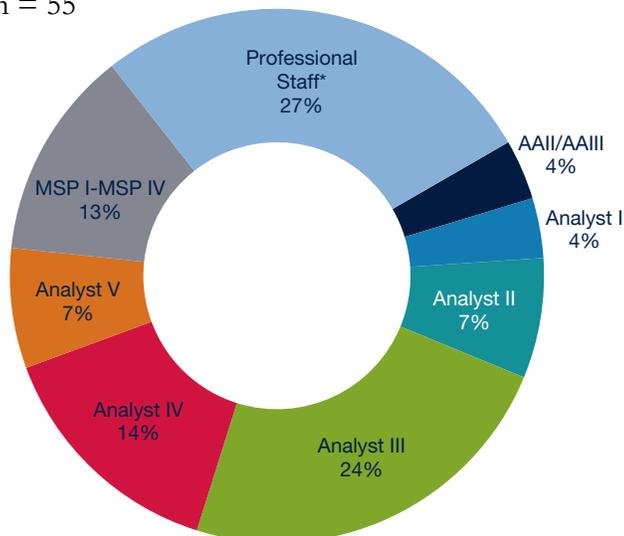
n = 55



*Latinx is used as a gender, and gender-queer inclusive, term to identify people with origins throughout Latin America.

Staff Classification

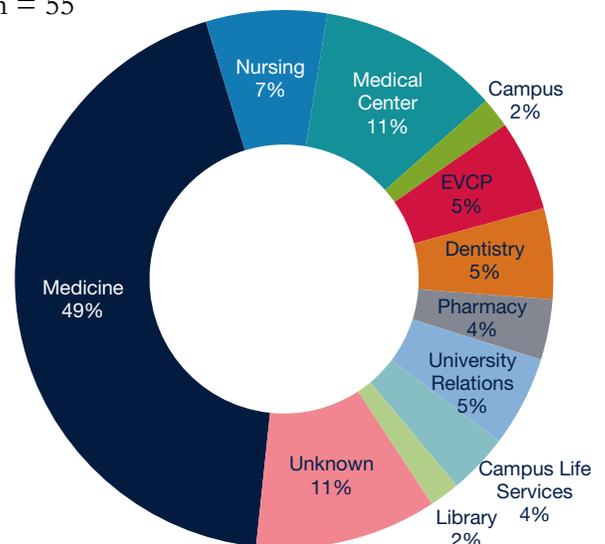
n = 55



*Professional Staff includes Social Worker, Respiratory Therapist, Staff Psychologist, etc.

University Affiliation

n = 55





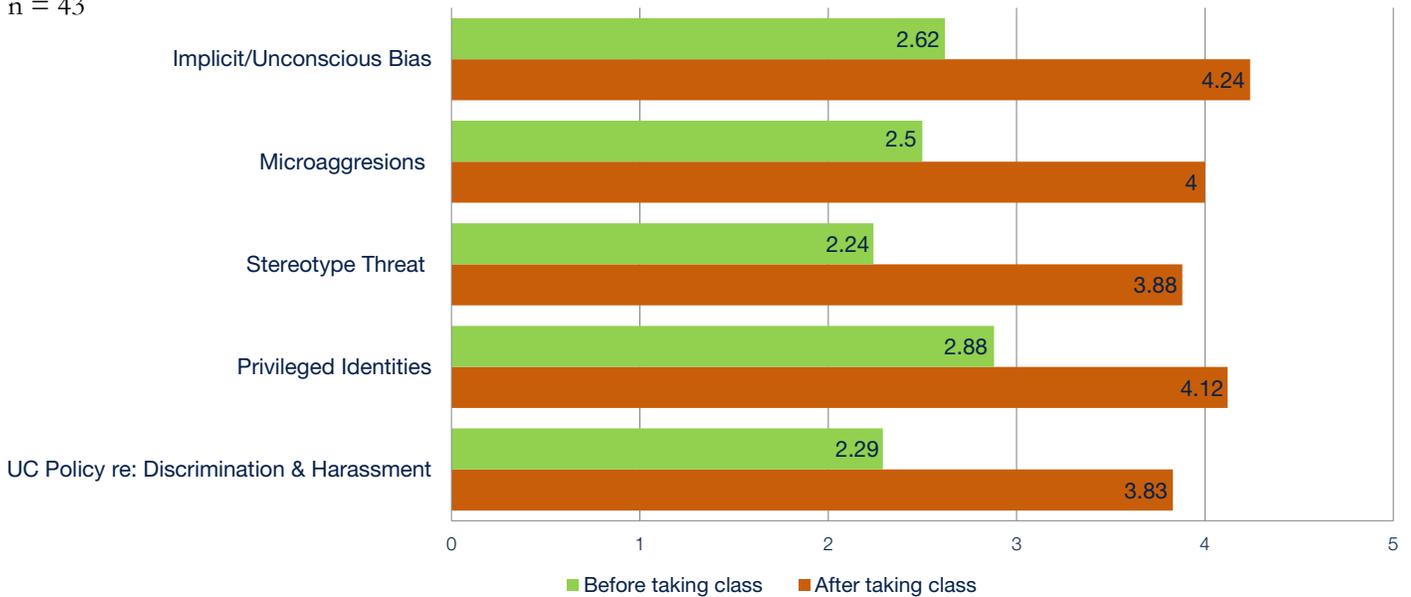
Diversity & Inclusion Staff Certificate Program Summary 2016-2017

Graduates applied their training in the following ways:

- Advise others on how to build pipeline programs for UIM students
- Include diversity as a consideration in grand rounds planning for the Osher Center
- Organizing a series of diversity trainings for the staff in Radiology
- Developed new communication plan for the Department of Neurology
- Facilitated HEALS training to help address instances of microaggressions in the School of Nursing staff retreat
- Organized the first brown-bag lunch in OB-Gyn to talk about being an ally
- Proposed diversity training for School of Dentistry faculty, staff and students

Content Knowledge

n = 43



Knowledge of Tools, Pre and Post survey

n = 43

