

## Proposed Outline: CEbP Diversity, Equity, Safety, and Inclusion Continued Learning Approach

The proposed outline is intended to create a structured approach to continuing discussion and education related to diversity, equity, inclusion, and safety, contributing to Goal 5 of the Center's Strategic Plan.

The strategies included in this proposed outline touch on multiple areas of the Center's Strategic Plan Goal 5: Fostering an Environment of Diversity, Equity, Inclusion, and Safety:

- Goal 5.2: Strengthen Retention
- Goal 5.3: Promote Respectful Climate
- Goal 5.4: Enhance Center's Core Business Processes

This outline provides an approximately 16-month plan for continuing education opportunities in 5 key areas (Table 1). LT has approved one or more sessions during each quarterly on-site, as well as use of the 2024 August Retreat to restart.

- DEI and Cultural Competency
- Microaggressions
- Bystander Training
- OHSU Hospital DEI Work
- Equity in Data

Table 1. Proposed DEI Plan

Key Area	Opportunity	Description
When: August 7, 2024 Intercultural Communication Training at Retreat ( <i>Team: Erin, Galen, Pam</i> )		
Cultural Competency	Training: <a href="#">Intercultural Communication Training</a>	<p>Intercultural Communication will be a 3-hour session at the 2024 Summer All-Staff Retreat. The session is aimed at increasing self-awareness and reflection on personal beliefs, attitudes, emotions, and values related to racial and ethnic diversity and cultural backgrounds, as well as the way they impact communication in interpersonal interactions.</p> <p>During the session we will explore concepts of cultural sensitivity, cultural humility, varying communication styles within the context of power and privilege relations, and how to leverage cultural diversity. There will be both didactic and interactive activities.</p> <p>The session will be led by trainers of OHSU's Center for Diversity and Inclusion:</p> <ul style="list-style-type: none"> <li>• Briana Nathanielsz</li> <li>• Octaviano Merecias-Cuevas</li> </ul>

Key Area	Opportunity	Description
When: November 4, December 12 and 19 (Hybrid sessions) <i>Team: Galen, Gulcan, Gretchen, Dave</i>		
Equity in Data	<b>Training:</b> <a href="https://weallcount.com/the-data-process/">https://weallcount.com/the-data-process/</a>	November 4 <sup>th</sup> is primer for the next two sessions. OCID AISP grant will pay for up to 50 Center staffers to be trained in a framework for systematically looking at equity in data projects (extending to evidence as well).  The training can be done in 2-3 shorter segments or an all-day session.
When: Proposed Spring 2025 (Hybrid session) <i>Team: Marcus (facilitator), Allison</i>		
OHSU Hospital DEI Work	<b>Discussion and Q&amp;A:</b> Pam and Virgil's experience with OHSU Hospital DEI work	<ul style="list-style-type: none"> <li>• Pam and Virgil to share their experiences with their recent OHSU hospital DEI work.</li> <li>• The discussion could take the form of a formal presentation, a lunch-and-learn, or another format.</li> </ul> This discussion could be broken up into multiple shorter presentations with staff and leadership and could include opportunities for participation (e.g., PollEv, small group breakouts) and Q&A.
When: Proposed Late spring, early summer 2025 (In-person)		
DEI and Cultural Competency	<b>Training:</b> <a href="#">Applying Anti-Racism in the Workplace</a>  Bring in "growth mindset" focus  <ol style="list-style-type: none"> <li>1. Review material in link</li> <li>2. June discussion:               <ol style="list-style-type: none"> <li>a. Do we want anti-racism training?</li> <li>b. Is this the right one?</li> </ol> </li> </ol>	This course is offered by OHSU, focuses on anti-racism in the workplace, and emphasizes that anti-racism is a leadership role we can all play. The training provides participants with foundational knowledge of DEI and anti-racism concepts by: <ul style="list-style-type: none"> <li>• Defining key language used in DEI and anti-racism work</li> <li>• Recognizing instances where white dominant culture occurs in the workplace</li> <li>• Brainstorming and applying antidotes to our specific environment</li> </ul> The training is based on Tema Okun's work on "white supremacy culture". White supremacy culture is the ideology baked into the beliefs, values, norms, and standards of our groups, communities, states and country that teaches us both overtly and covertly that whiteness holds value. Okun's work focuses on characteristics of white supremacy culture, and this training will focus on four: perfectionism, individualism, power hoarding, and fear of conflict.

Key Area	Opportunity	Description
		<p>The material is described as “heavy” and “intense”, and for those reasons, an in-person setting is strongly preferred. In-person option is 6 hours (all day). Hybrid option is not available. Online may be done in two 2-hour sessions, but the antidotes/solutions will not be included. Online is discouraged.</p> <p>More information about work of Tema Okun here:  <a href="https://www.whitesupremacyculture.info">https://www.whitesupremacyculture.info</a></p>
When: Retreat Summer 2025 In-person		
<b>Microaggressions</b>	<b>Microaggressions Training Part I:</b>  Potential resources:  <a href="#">Impactly</a>  <b>Additional materials:</b> <ul style="list-style-type: none"> <li>• <b>Art exhibit:</b> <a href="#">21 microaggressions in photos</a></li> <li>• <b>Reading:</b> <a href="#">How Gaslighting Manipulates Reality</a></li> <li>• <b>Infographic:</b> <a href="#">How Racism Can Affect Child Development</a></li> </ul> <p><b>On demand trainings:</b> <a href="#">EdApp</a> has a curated list of 10 microaggressions trainings, most of which are free.</p>	Microaggression training seeks to do the following in the workplace: <ul style="list-style-type: none"> <li>• Define microaggression and types of microaggression in the workplace.</li> <li>• Understand terms like implicit and explicit bias, stereotypes, microaggression, privilege, and inclusion.</li> <li>• Understand patterns of microaggression in the work environment.</li> <li>• Educate employees on microaggressions and their consequences.</li> <li>• Participants learn to identify verbal and nonverbal microaggression in the workplace through suitable examples and anecdotes.</li> <li>• Encourage participants to introspect their past and present behavior and identify microaggression.</li> <li>• Prepares participants to respond to acts of microaggression.</li> <li>• Increased sensitivity towards culture, race, ethnicity, traditions, and identity of the marginalized.</li> <li>• Encourages bystander intervention in the workplace to minimize microaggression.</li> <li>• Acceptance of privilege among the non-marginalized.</li> </ul>

Key Area	Opportunity	Description
<p><b>Bystander Training</b></p>	<p><b>Bystander Training Part 2:</b>  <a href="#">Stepping in for Respect</a></p> <p><b>Additional materials:</b>  <b>Reading:</b> <a href="#">How to Be an Active Bystander When You See Casual Racism</a></p>	<p>This course is offered by OHSU. This is a bystander intervention training intended to cultivate a culture of respect and inclusion amongst colleagues and leaders, therefore having a positive impact on the workplace environment and healthcare delivery. The overall program is designed to provide two levels of engagement: institutional leadership and the healthcare and support teams comprised of faculty, staff and trainees, students.</p> <p>Facilitators will help prepare participants turn difficult conversations into productive ones in order to stop disrespectful behaviors, reinforce our core values, and create our desired culture.</p> <p>Participants will learn to:</p> <ul style="list-style-type: none"> <li>• Understand our duty to act in situations where we witness bias.</li> <li>• Know the institutional policy and underlying values that drive our response.</li> <li>• Feel empowered and competent to recognize when and how to address bias when it occurs.</li> <li>• Demonstrate the ability to use the 4 D's of intervention and the BEGIN Framework</li> <li>• Understand why and how to successfully debrief the event.</li> <li>• Know where to access OHSU's resources and reporting policies.</li> </ul>

Abbreviations. ACS: American College of Surgeons; DEI: Diversity, Equity, and Inclusion; PollEv: Poll Everywhere.

Materials are located on the X-drive: X:\SOM\CEBP\Administration\Workplace Resources\Diversity and Inclusion\2023 Proposed DEI Plan