Abstract Body:

Topic Short Description: We designed this workshop to improve the effectiveness and confidence of established mentors addressing issues of diversity, difference and inclusion. This workshop demonstrates a highly interactive case-based curriculum we have implemented at our institutions. Participants are encouraged to challenge themselves during the thoughtful and deliberate interactive group work and self-exploration with the shared goal of a thriving academic environment of diversity and inclusion.

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Session role: Presenter, Group facilitator
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Facilitator: Nora Yusuf Osman, MD
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Learning Objectives: Participants will be able to (1) model creating a safe environment to promote self-reflection and the capacity to disclose and discuss biases; (2) recognize and implement ways to approach cross-difference mentoring relationships; (3) develop communication skills that sensitively and effectively traverse real or perceived boundaries defined by differences in race, class, culture, gender, generation. Finally, participants will be provided with a teaching guide to run similar trainings at their home institutions. The guide will include the annotated case, sample trigger questions and an evaluation template.

Session Plan: We designed this workshop to improve the effectiveness and confidence of established mentors addressing issues of diversity, difference and inclusion. Much of the workshop is based on this fundamental principle – the shift from denying to taking ownership of bias, from avoiding conversation to embracing it. Although this can be challenging, we believe that thoughtful and deliberate work to improve mentoring across differences can and does lead to dramatic personal and institutional change. This results in an academic environment of diversity and inclusion where all members can thrive. This workshop demonstrates a case-based curriculum we have implemented at our institution. Participants will explore pitfalls of unconscious bias and tested strategies to enhance mentoring relationships. The objective of this workshop is to provide mentors with the skills and tools to enhance communication and improve outcomes for mentees across the full spectrum of diversity. The ultimate goal is to create a flourishing workforce fully representative of the rich and vast diversity of our society.

We use a case of implicit bias in a mentoring relationship involving race and racism as a springboard for identifying the challenges in recognizing and confronting unconscious bias in our relationships with trainees and colleagues. We begin with an introduction to the social-cognitive framework for understanding implicit bias, followed by several small group exercises that serve as ice-breakers and allow participants to explore core concepts (20 min). Next, we turn our attention to the case, breaking into small groups for in-depth discussion (20 min). We then re-convene the full group for a facilitated discussion of the key narratives and key themes. This leads into a discussion of strategies that might be effective within the context of the case, and broad lessons for our own institutions. (25 min) As a closing activity,
we allow time for participants to consider commitments—possible changes or activities that each can implement—as individuals and/or as members of departments and institutions. (10 min)

This majority of this necessarily interactive workshop will focus on group work rather than didactics.


**Level of Audience:** Mid-career

**Focus of Presentation:** Continuum

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