



# Update on Training Recommendation

**June 19, 2018**

# Approved Audiences:

- Dean's Direct Reports:
  - Vice, associate, and assistant deans
  - Dean's Office staff members
- Department Chairs and Vice Chairs
- Center Directors
- Office of Medical Education Leadership
- Residency Program Directors
- Department Administrators

# Why the change in content and time?

- Some chairs and other leaders were concerned that the sessions represented a repeat of what has been provided in the past
- As issues continue to come to the forefront in the CoM, it is clear in meeting with members of the targeted groups that more was needed. In particular:
  - Operationalizing unconscious bias
  - Understanding how to identify what behaviors are actionable (it was noted that services could be reduced to a handout.)
- Living DIReCT had to be customized from a 4 hour to 1.5hour, which requires that facilitators convene and figure that out.

- **Revised Sessions:**

- The IEEO session will focus on what is required of leaders to meet institutional compliance with laws and regulations (1 hour)
- The D/I sessions will be presented by AAMC senior leaders, and will focus on understanding the level and occurrence of prejudicial behaviors that are actionable, and how to operationalize unconscious bias in the face of incidents of non-compliance, and in examining structural biases. (Essentially, moving the commitment from a list to an interactive educational experience – 2.5-3.00 hours)
- A 1.5 hour presentation on Living DIReCT with content customized by and for CoM. -Representatives from clinical and basic sciences faculty/staff have been included in the content work group.
  - Delivery anticipated in late August/early September. A minimum of four sessions will be scheduled to accommodate schedules.