

Inclusive Excellence Professional Development Series
University of Missouri School of Medicine
Columbia Campus

Inclusive Excellence Framework Dimension: Education and Scholarship

Goal: Engage SOM students, faculty and staff in learning varied perspectives of domestic and international diversity, inclusion, equity and social justice. We accomplish excellence in education and scholarship by offering courses, creating learning and creative opportunities and designing curricula with attention to inclusion. Targeted professional development activities directed to improving the multicultural competencies of faculty and staff will contribute to a learning and research environment where innovation and creativity thrive.

Spring 2020 Curriculum

March 17: Reframing Intercultural Competencies

Time: noon-1:30p

Room: LC401

Examine the importance of cultural competencies in establishing a culture of respect in the medical fields. Unpack definitions and strategies that can generate stronger communication and trusting relationships between patients and healthcare providers.

Competency & Performance Objectives

At the conclusion of this session participants will be able to:

1. Explain the importance of intercultural competencies
2. Describe the social, cognitive, and emotional aspects of cultural competencies
3. Apply intercultural competency skills to patient-healthcare provider contexts

April 7: Unpacking Cultural Humility

Time: noon-1:30p

Room: LC401

Understand the importance of inclusive health care environments through the concept of cultural humility. Learn useful strategies to interact with patients, colleagues, and community through self-reflective practices.

Competency & Performance Objectives

At the conclusion of this session participants will be able to:

1. Identify the traits of cultural humility in the healthcare context
2. Distinguish between cultural competency and cultural humility
3. Practice cultural humility traits in professional practice contexts

April 21: Negotiating Differences through Intergroup Empathy

Time: noon-1:30p

Room: **TBA**

Reflect on the vital role of empathy and perspective-taking in health care systems. Learn strategies to enact empathetic health care practices in order to increase patient satisfaction and promote inclusive workplaces.

Competency & Performance Objectives

At the conclusion of this session participants will be able to:

1. Explain the connection between intergroup empathy and healthcare practices
2. Describe the factors that might obstruct empathy display
3. Utilize strategies to engage in perspective-taking and empathy processes during practice

May 19: Pronoun Power & Gender Identity Solidarity

Time: noon-1:30p

Room: LC401

Respecting gender identity is at the core of excellence in health care practices. Learn about gender pronouns and incorporate affirming and inclusive ways to serve patients and members of the community.

Competency & Performance Objectives

At the conclusion of this session participants will be able to:

1. Identify appropriate and accurate ways to talk about gender identity, sexual orientation, and gender expression
2. Discuss the psychological and emotional effects of (mis)gendering patients and colleagues
3. Integrate appropriate and gender-affirming language into professional practice and everyday life

June 18: Book Table Talk: “Seeing Patients: Unconscious Bias in Health Care” by Augustus A. White III, MD

Time: 5:30 -7:00 pm

LC230

Implicit bias remains a determinant factor in short and long term health outcomes. It can interfere the dynamics between patient and health care provider and subsequently affect the type of diagnosis and treatments that are offered. Grab a copy of this book to learn more about implicit bias in health care and attend the book discussion who will be joined by author Augustus A. White III, MD.

Competency & Performance Objectives

At the conclusion of this session participants will be able to:

1. Describe evidence-based knowledge about the origins and effects of implicit bias in the healthcare system
2. Discuss examples of implicit bias in healthcare
3. Determine strategies and plans of action to mitigate the effect of implicit bias in the healthcare system

