

November 2020

## Greetings Team UAMS,

We are so excited to spend this time learning, conversing, and interacting with each of you. It is our hope this experience allows you to grow personally and professionally. *Implicit Bias and Its Everyday Impact* is an interactive, 1-hour workshop designed to introduce the concept of cultural humility, increase awareness of implicit bias, and explore its impact on our social systems: education, healthcare, and community.

This workshop endorses our UAMS values related to diversity, equity, and inclusion. By mitigating the impact of implicit bias in our institution, we aim to attract and retain diverse students and employees, co-create a sense of belonging, and sustain a culture and expectation grounded in Inclusive Excellence.

## **Implicit Bias and Its Everyday Impact**

### **Course Objectives:**

- Define Diversity, Equity, and Inclusion in context to UAMS and its mission
- Define culture, cultural identity, implicit bias, stereotypes, generalizations
- Discuss and develop skills to identify and interrupt implicit bias and its effects
- Examine the effects of bias in professional spaces
- Develop strategies for overcoming biases and pre-programmed ideas

The workshop will take place via the Zoom platform. If you require accommodations for this workshop, please email Amber Booth-McCoy [anbooth@uams.edu](mailto:anbooth@uams.edu). In this packet we have included a few materials for your review prior to our time together. This allows us to make the most efficient use of your time. We appreciate your participation and look forward to our upcoming session.

### **More Information:**

- ❖ **UAMS 2020 Implicit Bias Awareness Initiative**  
<https://ddei.uams.edu/initiatives/officeinterculturaleducation/academy-for-inclusive-excellence/uams-implicit-bias-initiative-2020/>
- ❖ **Frequently Asked Questions**  
<https://ddei.uams.edu/initiatives/officeinterculturaleducation/academy-for-inclusive-excellence/uams-implicit-bias-initiative-2020/frequently-asked-questions/>

Inclusively Yours,

Office of Intercultural Education Strategy and Training Council

## OIE Strategy/Training Council

### LEADERSHIP:

- Dr. Brian Gittens, Vice Chancellor for Diversity, Equity and Inclusion,
- Amber Booth-McCoy, Manager of Intercultural Education

### MEMBERS:

- DDEI Staff: Odette Woods, J.D.
- Faculty: Alex Marshall, Ph.D., Sara Tariq M.D., Erick Messias M.D., Ph.D., Laura Guidry-Grimes Ph.D., Edgar Meyer, Ph.D.
- Staff: Sheridan Richards, Jennifer Gan, Isis Pettway, LAC, Kristin Robinson



### 5 Tips to Prepare for *This* DDEI Workshops

1. **Take a deep breath.** We understand topics centered on diversity and inclusion can often be an obscure and tough to discuss. We are trained and specialize in providing and facilitating these conversations. We know growth can only happen once a safe-learning environment is established. We welcome you to take a breather and learn.
2. **Prepare to engage.** This is an interactive workshop. We provide materials and presentations. However, each participant, and their experience is an essential part of our group success. We humbly ask you to engage and enjoy.
3. **Principles vs. Personalities** One of the amazing things about the practice of intentional inclusivity is the opportunity for each person to be their multi-dimensional self. Please remember our diversity is a strength and inclusion is how we forge it into a tool for a better tomorrow.
4. **Reflect and decompress.** We will discuss a myriad of topics in the context of diversity, equity, and inclusion. For many, these topics may be innovative and novel. For some it may be their life's drive and desire, and few many even be initially averse to the material. We encourage you to reflect, digest, and decompress the content and your experience.
5. **Continue the work.** We will provide lots of information, tools, and tips. We encourage you to continue the work after this experience. Diversity, equity, and inclusion is a job for everyone. Inclusive excellence is an attainable goal if we are intentional and insistent.

## Office of Intercultural Education

The DDEI Office of Intercultural Education is committed to providing UAMS employees with the knowledge and skills to help the University foster inclusive excellence and reach its important goals regarding diversity, equity, and inclusion as set forth in our 2029 Strategic Plan. Our learning experiences address both individual behaviors and university policies that can affect and influence an environment of opportunity and success for all community members. Learners will exit these experiences with an increased awareness of the importance of diversity, equity, and inclusion, and its impact on academic and workplace success.

We believe and practice the philosophies of cultural humility and cultural responsiveness. The combination of these philosophies advocates the practice of acceptance and affirmation. They empower everyone to be the owner of their own experience. They incorporate open-mindedness, willingness to continually self-assess, and a commitment to lifelong learning. Using these as our framework, and inclusive excellence as our guiding principle, we intentionally craft learning experiences designed to engage, enlighten, and edify the UAMS experience for our internal and external customers. Intercultural education marries two existing philosophies, inclusive excellence, and equity rather than equality. Our strategic and creative approach to these subjects provides diverse, equitable and inclusive solutions to maximize individual potential and build a more inclusive UAMS community. A culturally proficient workforce is fundamental to providing progressive outcomes in the areas of health care, academics, and research. OIE provides numerous resources, such as the Academy for Inclusive Excellence, DDEI Digital Library, departmental consulting, micro-learning exercises, and more.

### **Academy for Inclusive Excellence** ([click here for more info](#))

DDEI Academy for Inclusive Excellence is a formalized cadre of learning experiences on topics relevant to diversity, equity, and inclusion. We intentionally construct learning experiences designed to engage, enlighten, and edify the UAMS experience for our internal and external customers. The aim of the Academy of Inclusive Excellence is to assist the institution in creating a culturally humble, proficient, and responsive workforce. Additionally, the academy builds capacity regarding cultivating leaders in the space of inclusive excellence to fortify the UAMS Vision 2029 plan. Learners will exit these experiences with an increased awareness of the importance of diversity, equity, and inclusion, and its impact on academic and workplace success. Division of Diversity, Equity, and Inclusion Office of Intercultural Education DDEI staff, DDEI Strategy/Training Council, and external guest speakers facilitate the learning experiences. The Strategy/Training Council consists of UAMS employees from various departments and institutions who are invested in the mission of DDEI and equipped with relevant expertise or experience in subject matter training/education/leadership.