



DIVERSITY SCIENCE

An Evidence-Based Approach to Inclusion

Thriving in a Diverse World

DEI Training Solutions for Healthcare Organizations



LEADERSHIP AND BOARD TRAINING

Overview

Leadership and board specific training workshops provide best practices for healthcare leadership in a diverse world. Our training sessions deepen engagement and develop skills to champion diversity, equity and inclusion as leaders.

Services Offered

- One session providing foundational knowledge and skills for healthcare leadership. **3 hours of training**
- Three sessions providing foundational knowledge and skills for healthcare leadership through application specific to your organization's challenges and needs. **9 hours of training**
- Coaching and consulting services available.

Take ownership of your DEI strategy with expert training.



“Diversity, Equity, and Inclusion is a critical pillar of our current and future organizational health. Thank you for making this a cornerstone of our culture!”

- 2020 client from a national US health care organization

ALL STAFF TRAINING

Program Overview

All-staff training provides healthcare personnel with an actionable and in-depth understanding of core health equity topics and unconscious bias. Our all-staff trainings focus on building foundational DEI knowledge and personal connection across organizations through facilitated workshops, directed self-study and group discussion.

Program Details

- 3 hours of audience-specific workshops--- customized to meet your organization's scheduling needs
- Each 60-90 minute session includes capacity building lessons, large group activities and facilitated discussion
- Participants will have access to directed self-study, job aides and a set of resources that provide further information about the topics and strategies discussed

Popular Training Topics

Providing Equitable Treatment in an Unequal World: advancing health equity in patient care encounters

Through the Patients' Eyes: how stereotype threat, discrimination and racism can impact patient experience (and what you can do about it)

Understanding and Creating Inclusion: understanding inclusion and belonging for physicians and clinicians

LGBTQ Inclusion in Healthcare: learn how to provide culturally-responsive care to your lesbian, gay, bisexual, transgender, and queer patients

Racism and Medicine : understanding the historical and current context and how It impacts health outcomes and patient-provider experiences

Equitable Care in COVID-19 Contexts: how to identify and interrupt bias leakage in patient care

TRAIN THE TRAINER CERTIFICATION

Program Overview

DEI professionals need support, tools and space to expand their skills and achieve their goals. We developed our Train the Trainer program to empower DEI professionals to enact positive change and bring evidence-based interventions to their organizations. Through this comprehensive course, participants will develop expertise on DEI topics related to implicit and explicit bias, stereotype threat and inclusive organizational theory, as well as learn the facilitation skills and tactics necessary to effectively implement interventions and create inclusive organizations.

Program Details

- Training cohorts meet six times for 90-minute live, online sessions. Sessions are arranged at a time and cadence to meet participants' needs
- 20+ hours of live instruction, online learning and self-directed study between classes
- Learning tools include readings, lectures, case application, role-playing and reflection exercises
- Participants will have access to an online portal with resources, assignments and conversation groups to foster learning and engagement

PROGRAM LEARNING APPROACH

We know that individuals benefit most from training when the concepts, skills, and examples are clearly relevant to their organizational characteristics, strengths, challenges and goals.

Guiding principles for our change agent training program:

- Training is based on current scientific evidence and delivered by PhD level experts
- Pre-assessment informs program tailoring and is used a teaching tool, allowing participants to learn how to conduct and use their own pre-assessments
- Our evidence-based course development process is designed to continually adapt to the needs of each cohort

