



STRITCH
SCHOOL of MEDICINE

Faculty Advisory Council on Diversity and Inclusion Departmental Workshop Offerings

Purpose: Promote institution-wide awareness of the benefits of diversity and inclusion. Provide departmental leadership with tools to implement inclusive practices that allow all faculty to thrive and contribute to Loyola's mission of excellent patient care

Goals:

1. Increase awareness of the importance/benefits of diversity and inclusion
2. Increase retention and engagement of diverse faculty
3. Increase faculty productivity
4. Attract new talent
5. Access untapped market/increase patient base
6. Reduce health disparities/gaps in cultural competence
7. Increase institutional performance

Workshop offerings:

1. Creating an Inclusive Environment

This interactive workshop will provide departments/units with concrete practices for building a more inclusive departmental culture that engages/recognizes the talent and contribution of diverse faculty. Discuss how to create an environment where all faculty are able to participate fully in the range of educational, clinical and research activities at Loyola. Encourage open dialogue on how the current culture may or may not be inclusive (*discuss privilege, power dynamics, tokenism, micro inequities, cumulative disadvantage*) and collectively identify ways to ensure that all faculty are successfully integrated into the department/institution and experience career advancement

The workshop will address the following questions:

- What does an inclusive department/workplace look like?
- What are the benefits of inclusion?
- How can we build an infrastructure that supports and promotes URM faculty?

During the session departments will:

- define their vision of a dynamic and inclusive culture
- Assess/reflect on current culture and identify issues/barriers to inclusion
- Create an action plan and decide on implementation
- Discuss the role of departmental leadership in driving culture change

2. Finding Talent- Diversity as a Source of Excellence

This workshop will discuss the benefits of a diverse faculty and address strategies to proactively seek and identify diverse talent in line with the mission of Loyola. Use national and benchmark data to set the context and assess the available pool of URM residents and faculty. Dispel common beliefs/myths about barriers to diversity and examine existing institutional/departmental recruitment and hiring practices. Raise awareness about the role of unconscious bias/assumptions in the search process and identify ways to minimize bias.

During the session departments will:

- Examine current practices for recruitment and hiring
- Discuss strategies for recruitment
- Ways to define and identify talent
- Discuss the consequences of failure to address diversity