

Diversity Council's Certificate of Inclusive Excellence Program

Program Description – FY22

At The Ohio State University Wexner Medical Center, we understand that diversity promotes a culture of equity and inclusion that understands and appreciates the world beyond our perspective. The Certificate of Inclusive Excellence Program (*CIEP*) developed by the Medical Center's Diversity Council is a way for faculty and staff to demonstrate their commitment to fostering Inclusive Excellence for our patients, the communities we serve, and for each other. The CIEP is a way for faculty, staff, and students to demonstrate their commitment to fostering diversity and inclusion within the Medical Center's enterprise and the communities we serve. The program provides you with an opportunity to become a Partner, Champion, or Ambassador of Diversity, Equity, and Inclusion.

Program Goals

- Support and acknowledge individual efforts to gain awareness of topics related to diversity, inclusion, and equity.
- Develop skills in cross-cultural communications through group and individual dialogues.
- Increase knowledge of faculty and staff of various cultures and backgrounds as measured by experiences.
- Increase willingness to develop skills in cross-cultural communications as measured by increased dialogues.
- Increase a climate of inclusion and cultural responsiveness as measured by reduced survey responses noting disrespect or discrimination.
- The CIEP is a mechanism to formally acknowledge individual efforts to gain awareness of and promote excellence in diversity, inclusion, and equity.

All levels require completion of **21-Day Anti-Racism Challenge** and the debrief session **Conversations That Matter**. This is counted as **1 experience under Diversity, Equity and Inclusion Competencies track**.

1. Partner: Learn and support a Community of Diversity, Inclusion, and Equity

Six experiences total

- **Three** options from the Anti-Racism, Diversity, Equity and Inclusion Competencies track
- **Three** options from the Health Equity Competencies track.

2. Champion: Represent the Community of Diversity, Inclusion, and Equity

Twelve experiences total

- **Six** options from the Anti-Racism, Diversity, Equity and Inclusion Competencies track
- **Six** options from the Health Equity Competencies track.

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3. Ambassador: Promoting Community of Diversity, Inclusion, and Equity

Sixteen experiences total plus capstone

- **Eight** options from the Anti-Racism, Diversity, Equity and Inclusion Competencies track
- **Eight** options from the Health Equity Competencies track.
- **Capstone** program- Examples:
 - Host your own small group or brown bag discussion (discussion to include at least three members) using resources from 21 Day Anti-Racism Challenge
 - Summarize an article/video / or other learning experience and submit a guest blog from resources from 21 Day DEI Challenge
 - Community engagement experience
 - Volunteer to support marginalized communities

Please contact Diversity.Council@osumc.edu to discuss your option in advance and for questions.

Tracking Training

For the 2021-2022 academic year, we are using **Buckeye Learn** to track program participation. To track your points, go to www.buckeyelearn.osu.edu and add completions to your transcript. Once you complete the total number of options for a level email your transcript to Diversity.Council@osumc.edu

The final step for completion at any level is to sign the Pledge to fostering Inclusive Excellence. The Diversity Council's Diversity Pledge will be sent to you once we receive your completed transcript.

FY22 Diversity and Inclusion training curriculum	
Anti-Racism, Diversity, Equity and Inclusion Competencies	Health Equity Competencies
Training Title (15)	Training Title (11)
Active Bystander	Basic Communication Needs for the Deaf Patient
Becoming a Modern Day Abolitionist	Caring for Hispanic Latino Patients
Conversations that Matter <i>**Pre-requisite: 21-Day Anti-Racism Challenge</i>	Disabilities Etiquette
Implicit Bias Mitigation Workshop	Fostering Inclusive Excellence for LGBTQ+ Patients - Module
Matinees that Matter	Transgender Health
Navigating the Cultural Competency of Neurodiversity	Refugee Journey
Why the Place You Live Determines How You Live (and how structural racism plays a part)	Understanding our Muslim patient population
Increasing Understanding of the LGBTQ+ Community	Spiritual care for patients: What can we learn from big data
Understanding and interrupting implicit bias - in collaboration with Kirwan Institute	Intro to cultural sensitivity
Why we must confront the hard history of race and racism in America	Intro to Language Access Services
Affirmative Action: recruiting basics	Breaking the Cycle: Poverty Simulation
Don't discriminate - it's the law!	
Bystander intervention training - APIDA focus (Asian Pacific Islander Desi American)	
Social Identity 101	
Job description best practices	