

Diversity Council's Certificate of Inclusive Excellence Program

Program Description – FY23

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 and advance their knowledge to fostering Inclusive Excellence for our patients, the communities we serve, and for each other.

The Diversity and Inclusion training curriculum was designed based on feedback from **many stakeholder groups** such as employee resource groups, Health Science and several OSU Colleges, Office of Institutional Equity, Anti-Racism Action Plan, OSU campus Office of Diversity and Inclusion, chaplaincy, patient experience, interpreter services, OSU Health Plan, etc. These are some highlighted features:

- **37** total training topics with **23 new** topics and **14 continuing** from previous year
- We are prioritizing **implicit bias** and **active bystander** with **7** topics in these categories alone
- We have an **exceptional cadre of experienced trainers** from the Wexner medical center, OSU colleges and community leaders
- Each month we will offer between 4-12 training sessions

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 an **implicit bias and/or bystander intervention training**

- 1. Partner: Learn and support a Community of Diversity, Inclusion, and Equity**
 - Six experiences total
- 2. Champion: Represent the Community of Diversity, Inclusion, and Equity**
 - Twelve experiences total
- 3. Ambassador: Promoting Community of Diversity, Inclusion, and Equity**

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DIVERSITY COUNCIL

- Sixteen experiences total plus capstone
- **Capstone** program- Examples:
 - Complete the implicit bias mitigation train-the-trainer program
 - Actively participate in an ERG in a leadership role
 - Community engagement experience

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

Tracking Training

We are using **BuckeyeLearn** to track program participation. To track your progress, 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.

Anti-racism, Diversity, Equity and Inclusion Competencies		Microaggressions and Me
Affirmative Action and Equal Employment Opportunity Recruitment Basics	Exploring Implicit Bias	Muslim Patient Perspectives
Allyship Matters: Being an upstander and ally for minoritized populations	Fostering Inclusive Excellence for LGBTQ+ Patients	Navigating Cultural Competency of Neurologic Diversity
Anti-racist, culturally responsive higher education: Models, theories, and resources for equity, diversity, inclusion, and social justice	Health, Culture, and the Latino Community	Navigating Difficult DEI Conversations
Basic Communication for Deaf and/or Blind Patients	How Implicit Associations Can Thwart Equitable Hiring Decisions	Poverty Simulation
Bystander Intervention	Implicit Bias in partnership with Kriwan Institute	Refugee Journey
Bystander Intervention: Practicing Intervention Strategies	Implicit Bias Mitigation Workshop	Social Identity 101
Caring for Muslim Patients: What Healthcare Professionals Should Know	Intersectionality	Social Toxicity (detoxifying)
Conversations That Matter	Introduction to Cultural Competency	What Do You Need to Know About Ramadan
Creating Equitable & Inclusive Job Descriptions	Introduction to Microaggressions: Small Actions That Have a Big Impact	Why the Place you Live Determines How you Live
DEI Foundations	Juneteenth Political & Military History	Why we must confront the Hard History of Race and Racism in America
Disabilities Etiquette	LGBTQ+ and Cultural Humility	Microaggressions 101
Exploding Myths About Transgender and Non-binary People	Meeting Non-Clinical Needs of Muslim Patients	Microaggressions 102