

Diversity Science Webinar & Online Workshop Catalog 2024



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New Perspectives on Understanding and Overcoming Unintended Bias in Patient Care

Description

As healthcare providers, we aim to provide the highest quality care to our patients and remain fair in our practices. Unfortunately, research studies show that even though we have the best of intentions, our unconscious and unintended biases can get in the way of achieving this goal. Furthermore, many unconscious bias trainings have unexpected effects, increasing anxiety without improving care. This learning experience eliminates the negative impact of prior training. It provides new insights from brain imaging and other neurocognitive studies into the causes and remedies for unintended, unconscious biases in patient care.

Learning Objectives

Learners will be able to:

- » Describe nature and cause of unintended and unconscious biases
- » Gain insight from new brain imaging studies
- » Understand how and why unintended and unconscious biases can affect patient care
- » Learn evidence-based and proven bias-prevention strategies that can be put to work right away



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q & A: 20 – 500 Participants





Preventing Biases During Stressful Times and Rapid Change

Description

High demands on the healthcare system and on us make it even harder than usual to live our values and commitment to providing equitable, high-quality care to all our patients. This is because, despite our best intentions, stress amplifies our unconscious biases and makes it more difficult for us to prevent unintended biases from affecting the way we care for patients who are members of minoritized groups. This is one reason significant racial healthcare inequities were uncovered and highlighted during crises like the COVID-19 pandemic. This interactive webinar uses the stories of two patients, Rosa and John, to illustrate the way bias and patients' experiences can result in poor patient outcomes. This learning experience will give you the knowledge and skills that you need to make sure your care aligns with your values and to be part of the solution in addressing racial and ethnic inequities in healthcare.

Learning Objectives

Learners will be able to:

- » Describe the causes of inequitable experiences for Black and Latinx patients in the U.S. healthcare system
- » Learn proven and practical strategies for interrupting racial and ethnic biases
- » Protect patients from biases during times of demand and stress on both providers and the healthcare system



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q & A: 20 – 500 Participants





Understand and Address Weight Bias in Health Care

Description

As healthcare providers, we want to provide the best possible care to our patients at any body size. Unfortunately, many individuals with larger bodies report a lack of understanding and empathy from their healthcare providers. They feel they are being blamed, judged, and treated as someone who is undeserving of their time and care because of weight bias. These patients may also experience anxiety, self-consciousness, and embarrassment during healthcare encounters. Some even report that their providers may use shame or scare tactics when addressing obesity. Patients may delay seeking the care they need, fearing judgment or difficulty finding a healthcare provider with whom they feel comfortable.

This interactive webinar will equip you with the understanding and strategies you need to increase patient trust and comfort and prevent weight bias and stigma from affecting you or your patients.

Learning Objectives

Learners will be able to:

- » Understand how weight bias impacts healthcare providers and patients
- » Prevent weight stigma and bias from undermining patient treatment and quality of care
- » Use evidence-based strategies to protect themselves and others from implicit biases connected to weight and body size
- » Apply practical strategies to provide high-quality, patient-centered care for people of all body sizes



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q & A: 20 – 500 Participants





Caring for Transgender and Gender-Diverse Patients

Description

This engaging and evidence-based learning experience is designed for the real world of healthcare, giving medical professionals the knowledge and skills they need to provide inclusive, affirming, and culturally responsive care to their gender-diverse patients, including patients who are transgender, nonbinary, and intersex. Understanding the unique healthcare experiences of gender-diverse individuals is crucial to ensuring their well-being and promoting equitable care.

This learning experience will utilize current research, personal stories, and real-world examples to rapidly and effectively build your knowledge of effective and culturally responsive care for gender-diverse patients. We will cover key concepts, such as sex assigned at birth, gender identity, and gender expression, and explain why these concepts are essential in clinical care settings. You will also learn best practices for implementing these concepts to deliver high-quality and clinically appropriate care for transgender and gender-diverse patients.

Learning Objectives

Learners will be able to:

- » Demonstrate an understanding of concepts related to gender diversity in healthcare
- » Analyze the importance of incorporating gender diversity concepts in clinical care
- » Apply best practices for effective communication and terminology in healthcare settings by demonstrating the ability to navigate language issues and miscommunications that may arise during patient care



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q & A: 20 – 500 Participants





New Perspectives Preventing Inequities in Pain & Symptom Management

Description

Black patients and women are systematically undertreated for pain, regardless of pain intensity and condition. Rigorous studies have documented inequities in pain management in every clinical setting and for almost every condition, including post-surgery pain in children and cancer pain. The extent and depth of these inequities are startling, especially since almost all clinicians and providers are highly motivated to prevent unnecessary suffering. This learning experience will describe the combination of factors that contribute to these inequities, including new insights gained from brain imaging and other neurocognitive studies into the role of information processing and cognitive empathy. Perhaps most importantly, the session will provide evidence-based strategies that providers and clinicians can put to work right away to ensure high-quality and equitable care for all their patients.

Learning Objectives

Learners will be able to:

- » Learn about the nature and extent of inequities in pain management
- » Gain insight into the causes of the problem
- » Learn evidence-based strategies for ensuring high quality pain management for all patients



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

Online Facilitated Workshop < 26 Participants
Webinar with Q & A 20 – 500 Participants





Understanding and Preventing Stereotype Threat to Improve Encounters and Outcomes

Description

We strive to provide the best possible experiences for our patients. Part of that is understanding the way our patients' past experiences both in and out of healthcare affect their healthcare encounters. One factor that can affect our patients, especially those of minoritized groups, is Stereotype Threat. Stereotype Threat is triggered by awareness or concern (conscious or unconscious) that a stereotype about a group we belong to might affect how others see us. Hundreds of studies have shown that stereotype threat can have a profound effect on behavior and emotions. Research shows that stereotype threat is prevalent, can affect anyone, and has surprisingly powerful adverse effects.

Anyone can experience stereotype threat, but patient groups with a higher risk of stereotype threat are members of racial and ethnic minorities and sexual minorities, those with nontraditional gender identities, those with disabilities, and those with obesity. This learning experience will give you the essential understanding and skills to reduce patient stereotype threat, improve your interactions with patients (for them and for you), and ensure high-quality care and outcomes for all your patients.

Learning Objectives

Learners will be able to:

- » Describe stereotype threat, including triggers and impacts on patients
- » Apply evidence-based strategies to protect themselves and patients from stereotype threats



CE Option

1.5 contact hours ACCME (Physicians)
or ANCC (Nurses)



Duration

90 minutes



Tailored to Participant Type

For All Providers / For Physicians / For Nurses /
For Allied Health / For Behavior Health



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q & A: 20 – 500 Participants





Best Practices for Navigating Diverse Perspectives for High-Stakes Teamwork

Description

Effective collaboration within teams often relies on the ability to navigate differing perspectives and worldviews. Valuing diverse perspectives is an essential characteristic of members of inclusive organizations and is particularly important for leaders to cultivate. Yet, being open to diverse perspectives does not come naturally for most. This interactive webinar intends to empower leaders and teams with knowledge and strategies from the mind sciences and interpersonal research that are necessary to create positive outcomes when faced with high-stakes situations and differing worldviews. Participants will be able to manage challenging situations while fostering an inclusive team dynamic that thrives on diverse perspectives.

Learning Objectives

Learners will be able to:

- » Recognize the value that diverse perspectives have on decision-making within teams
- » Understand the mental processes that hinder peoples' ability to value and be open to diverse perspectives and worldviews, especially during high-stake situations
- » Describe best practices for fostering psychologically safe and inclusive team interactions that encourage, rather than inhibit, open expression of opposing views



CE Option

Ask Us



Duration

3-hour webinar / workshop



Tailored to Participant Type

Leaders / Teams



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q&A: 20 – 500 Participants





Effective DEI Change Management

Description

A growing number of employees across various sectors are motivated to drive positive DEI (Diversity, Equity, and Inclusion) change in their workplaces. These include those who are hired for specific DEI-related roles, staff who participate on DEI committees, or HR administrators looking to enact DEI policy. Although passionate about DEI, many may not know where to start or how to sustain the change across time. Furthermore, there will be inevitable resistance to DEI change that can pose unprecedented challenges to these individuals.

Effective implementation of DEI change requires a comprehensive understanding of change management and the unique barriers to DEI change in our workplaces and society. This learning experience is designed to equip you with the necessary insights and tools to manage DEI change effectively and help you better align you and your organization's DEI goals with its outcomes.

Learning Objectives

Learners will be able to:

- » Describe the barriers and facilitators of change at each stage of the DEI change management process
- » Explain sources and expressions of resistance that are unique to DEI change within organizations and ways to address them when they arise
- » Define indicators of successful DEI change



CE Option

Ask Us



Duration

90 minute workshop or 60 minute webinar (optional 2nd session for case application)



Tailored to Participant Type

DEI leaders and administrators in both healthcare, higher education, and other workplaces



Group Size Options

- Online Facilitated Workshop: < 26 Participants
- Webinar with Q&A: 20 – 500 Participants



Diversity, Equity, & Inclusion Training for Executives & Leaders

Inclusive leadership skills are essential for success in our diverse and changing world

Training For Leaders, Led by Leaders. This course provides concrete skills in creating organizational resilience and success in the face of our changing national climate and future workforce challenges. Participants engage with DEI topics in a strengths-based, psychologically safe learning environment and gain practical approaches and strategies that can be applied immediately.

WHAT YOU'LL LEARN - AND WHY IT MATTERS

HOW TO STRENGTHEN YOUR DECISION-MAKING

Discover the latest evidence from the mind sciences on mind hacks and practical strategies to prevent biases from affecting your interactions and decisions.

You will learn how to make unbiased decisions, inspire others, and be a powerful role model for everyone around you.

BEST PRACTICES FOR INCLUSIVE LEADERSHIP

Organizational research from Harvard Business School and others converge on one key point: The foundation for a positive DEI climate is also the key differentiator of high-performing teams.

You will learn the essential factors that create the foundation for success in reaching all your strategic objectives.

HOW TO LEVERAGE THE BENEFITS OF DIVERSITY

Diversity in a positive DEI climate improves decisions, outcomes, and organizational resilience. Yet, people find it very difficult – even threatening – to work with people who are different from them.

You will learn best practices for positive outcomes when experiences, world views, and perspectives differ.

Program Options

Introduction to Inclusive Leadership

Can be a single session or part of a series

Option 1: Virtual 90-minute engaging and informative online multimedia presentation from a nationally recognized expert and Q & A.

Starts at \$15,000

Option 2: Series of two virtual 90-minute online workshops led by nationally recognized expert.

Starts at \$20,000

Participants gain essential insight into:

- ✓ The connection between DEI and their specific strategic objectives
- ✓ The essential leader and organizational factors that create DEI success
- ✓ Evidence-backed solutions for bias-free and high quality decision-making

Contact us for customization or pricing for on-site workshops.

Leadership Skills for a Diverse World

Option 1: Three 90-minute *online* facilitated workshops led by a nationally recognized expert, one month apart, optional self-guided activities.

Starts at \$25,000

Option 2: Everything in Option 1 plus refresher workshops at 6 months and 12 months and participant learning activities.

Starts at \$30,000

Both options include supportive materials, learning activities, and inclusive leadership resources.

Our training sets current scientific learnings against the real-world backdrop of your unique corporate environment. We'll learn about your major strategic priorities and challenges through a brief survey before the training. Then we'll tailor the training to directly address the issues that are of the most concern.

Participants engage with DEI topics in a strengths-based, psychologically safe learning environment and gain practical approaches and strategies that can be applied immediately.

IN GROUPS OF 5-25, PARTICIPANTS WILL LEARN:

- » What DEI really means and why it matters to all other strategic goals and objectives
- » The core factors that differentiate organizations that achieve DEI success
- » How to create the key conditions that are essential for DEI success
- » Evidence from the mind sciences on the nature, causes, and impact of unintended (implicit) social and decision-making biases and mental shortcuts
- » Personal and organizational risk and protective factors for bias
- » Evidence-based and practical strategies for preventing bias
- » The meaning of identity-safety and its importance to inclusion and productivity
- » Specific action steps for promoting workforce identity-safety
- » Evidence-based practices for creating the best outcomes when opinions and viewpoints differ and the stakes are high
- » Effective ways to communicate and talk about DEI topics
- » A shared understanding of the organization's specific DEI strengths, challenges, and opportunities
- » Evidence-backed solutions that reflect the latest science of diversity, equity and inclusion



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Questions? We'd love to connect with you!

Email us at solutions@diversityscience.org or call us at 612-524-5841.