

DEI Path Forward: From Conversation to Action

How to facilitate small group conversations within your work or learning environment

On Wednesday, June 3rd the UNC School of Medicine held a town hall meeting with over 1000 individuals to address the emotions associated with the killings and injustices toward the Black community. To address these issues Dr. Thomas shared a path forward that would move us from a large group discussion to smaller group discussions. The goal of the small group discussions is to take us from conversations to developing doable action items that improve equity, respect, and caring in the SOM. The small group process will include three steps:

Step 1 (Preparing for your group)

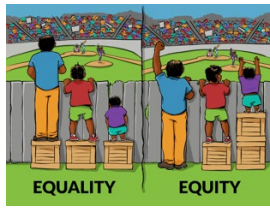
- 1) Identify a date and a 90 minute time period to have a discussion.
- 2) Identify the number of individuals who would like to participate in your group. You can have groups from 10 to 15 individuals. If you have 10 or less in your group you can have everyone share, but if you have 10 or more in your group everybody might not share. However, begin the conversation with those who want to share.
- 3) If you have several individuals (more than 15) you should have multiple groups. If you need support with multiple groups please contact Tiffani Cain tiffani_cain@med.unc.edu in the Office of Inclusive Excellence for support.

Step 2 (45 minutes)

- 1) As a facilitator, start the conversation by reviewing the strategies and guidelines (handout) for creating a safe place to talk and have a respectful conversation.
- 2) Based on the number of individuals in your group let individuals know you want everyone to share and you are going to set a time limit (i.e., 3 minutes or what's appropriate for your group size). Tell individuals you will let them know when they have 30 seconds to finish and ask them to close when they are at 10 seconds.
- 3) As a facilitator, you open the conversation with one question: How are you managing your emotions related to the injustices that are happening in the Black community? It's important you set the tone by beginning the conversation with your answer - be authentic. When a person finishes thank them for sharing – we want to affirm their emotions.
- 4) It is important that people are not interrupted when they're sharing their emotions.

Step 3 (45 minutes)

- 1) As the facilitator, let the group know that you are pivoting to a conversation that might feel more challenging as you seek to create action items. You want to remind the group about the guidelines for having a respectful discussion. Once completed, send action items to Tiffani Cain.
- 2) This discussion will be guided by using your DEI SWOT analysis worksheet (handout).
- 3) The primary part of step three is to acknowledge DEI strengths and identify areas of weakness that can be addressed through 2 to 3 doable DEI action items. It is important to discuss action items that promote, equity, respect, and caring for people of color in the work and learning environment.



The ultimate goal is Justice: Remove the FENCE!

DEI Framework Dimensions

- **Access & Success:** The admission and graduation of diverse students; the selection and success of diverse residents, fellows, and post docs; the hiring and success of diverse faculty; and the hiring and success of diverse staff and administrative leaders (deans, chairs, directors).
- **Curriculum and Scholarship:** The application of social justice principles (teaching, research, professional/clinical service), to address health equity and reduce health disparities.
- **Community/Engagement:** Provide leadership that connects diverse people and groups in and outside the organization by establishing partnerships that promote positive system change and reduce bias, alienation, and decisions that have unintentional consequences on underrepresented and vulnerable groups.
- **Climate & Intra/Intergroup Relations:** Education and training to promote respectful and inclusive work and learning environments that recognize and celebrate diversity.