Teaching for Equity and Inclusion

The Teach for UCSF Certificate in Teaching for Equity and Inclusion aims to create a path for UCSF educators to develop best practices in equitable and inclusive teaching that they can apply in didactic and clinical settings across the continuum of health professions education. This certification consists of 1 pre-requisite, 7 required workshops and one selective. Participants demonstrate skills learned by completing assessment exercises during the workshops.

Certificate Requirements

- **Prerequisite**
  Before taking workshops in this certificate, participation is required in the full-day Diversity, Equity, and Inclusion Champion Training offered by the School of Medicine. Offerings can be found [here](#).

- **Workshops**
  Workshops can be taken in any order. Titles may vary. Workshop Dashboard links are for use during workshops.

- **Required Workshops**
  - Curricular Materials for Equity and Inclusion
  - Microaggressions: Examining the Teaching and Learning Environment
  - Equitable Assessment
  - Learning Climate in Medical Education
  - [Feedback Fundamentals - 4hr](#)¹
  - Advanced Feedback across Differences (has a prerequisite)¹
  - [Foundational Relationship-Building with Learners](#)²

- **Selective Workshops (one is required)**
  - Racial Bias in Clinical Learning
  - Inclusive Leadership
  - Holistic Approach to Hiring and Selection (in development)

¹ Feedback Fundamentals - 4hr is a prerequisite to Advanced Feedback across Differences. It was not previously listed here, but is not a new requirement.

Links

- [Enroll in Teach for UCSF](#)
- [Read more about Teach for UCSF Certificate Program](#)
- [Progress-Tracking Worksheet](#)
- [Ask a question](#)
- [Request a transcript](#)
- [Request CME Credit for Educational Skills Workshops](#)
- Link to this page: [http://tiny.ucsf.edu/T4UCSFTEI](http://tiny.ucsf.edu/T4UCSFTEI)

Important Dates to Hold

- Accelerated Path to Teach for UCSF Certificates, Sunday, May 22, 2022

Teach for UCSF Cohort Option NEW!

We are offering to group participants into self-managed cohorts based on Teach for UCSF certificate track and enrollment date. If you are interested, please read more and opt in at this link: [http://tiny.ucsf.edu/T4UCSFcohort](http://tiny.ucsf.edu/T4UCSFcohort)

Resources

- UCSF ODO Unconscious Bias Resources
- UCSF ODO Addressing Bias, Discrimination and Hate
Overall Objectives

Upon completion of the certificate a participant will be able to:

- Select and design inclusive instructional materials that represent diverse perspectives.
- Monitor diversity in the representation of participants in the teaching and learning environment.
- Develop assessments that minimize the potential for bias.
- Recognize and examine biases that arise in assessment decisions.
- Diagnose learners’ diverse needs and design relevant instructional activities.
- Address bias and microaggressions in the learning environment in the moment.
- Explore instructors’ mentors’ differences and similarities with learners/mentees to improve engagement and support.
- Provide feedback that is sensitive to learners’ different backgrounds and experience.

Certificate Teaching Team

Steward: Kate Lupton, MD

Faculty Developers

- Jennifer Braddock, CNM, MS
- E. Alexandra Brown, MD
- Kim Dau, RN, MS, CNM
- Rosny Daniel, MD
- Sneha Daya, MD
- Ana Delgado, RN, MS, CNM
- Robin Goldman, MD
- Eva Goodfriend-Reano, CNM
- Rebekah Kaplan, MSN, CNM
- Kate Lupton, MD
- Anna Meyer, MD
- Kara Myers, RN, MS, CNM
- Meghan O'Brien, MD
- Nynikka Palmer, DrPH, MPH
- Gabriel Sarah, MD

Related Articles

- UCSF Center for Enhancement of Communication in Healthcare – Relationship Centered Communication trainings
- Racial Equity Tools
- Teaching Tolerance – Self-guided learning
- University of Michigan National Center for Institutional Diversity Video Toolkit to Support the Well Being of Students of Color
- Beyond Bigots and Snowflakes video series
- Center for Social Inclusion Talking about Race Toolkit
- Caring Across Generations Conversation Guide: Talking about Race, Racism, Care and Caregiving