

Identity and Impact

An Anti-Racist Curriculum at the University of Utah

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CODE-SWITCHING



<https://www.integrativeequity.com/post/the-problem-with-code-switching-addressed>

Introduction

The University of Utah is a predominantly white institution with much work to do to cultivate an anti-racist mindset that fosters diversity, equity, and inclusion.

As part of an institution-wide effort to counter racism and achieve a path to equity in our hospitals and community, we identified a need to create spaces that fostered **introspection, dialogue, and upstanding.**

Methods

- 21 sessions across the University of Utah
- Held June 2020-February 2021
- 6-55 participants per session
- Participants predominantly white, though participants of color present at every session
- Participants were medical students, residents, fellows, faculty, and staff

We requested qualitative feedback from participants after each session, and continually revised the sessions based on that feedback.

Results

Participant feedback themes:

- Valued the openness and psychological safety of the discussion
- Felt more empowered to use anti-racist and upstander language
- Appreciated that facilitators modeled vulnerability
- Enjoyed the opportunity to share stories about personal identity with peers and colleagues
- When prompted, 100% of participants reported feeling psychologically safe during the session

Areas for improvement:

- More time in small groups and more time overall
- More resources for further education and specific language for addressing microaggressions (now included)

Conclusion

A low-cost, scalable intervention promotes anti-racist reflection and empowers participants to respond to microaggressions.

The developed curriculum is now an established part of pediatric intern and fellow orientation at the University of Utah.

Next Steps

- Continue to offer sessions
- Spread train-the-trainer curriculum
- Offer supplementary sessions focused on topics such as storytelling/narrative, anti-racism in healthcare, and inclusivity
- Develop content that could be shared across institutions

Further Information

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