

# Identity and Impact

## An Anti-Racist Curriculum at the University of Utah

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### CODE-SWITCHING



U HEALTH  
UNIVERSITY OF UTAH

<https://www.integrativehealth.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.

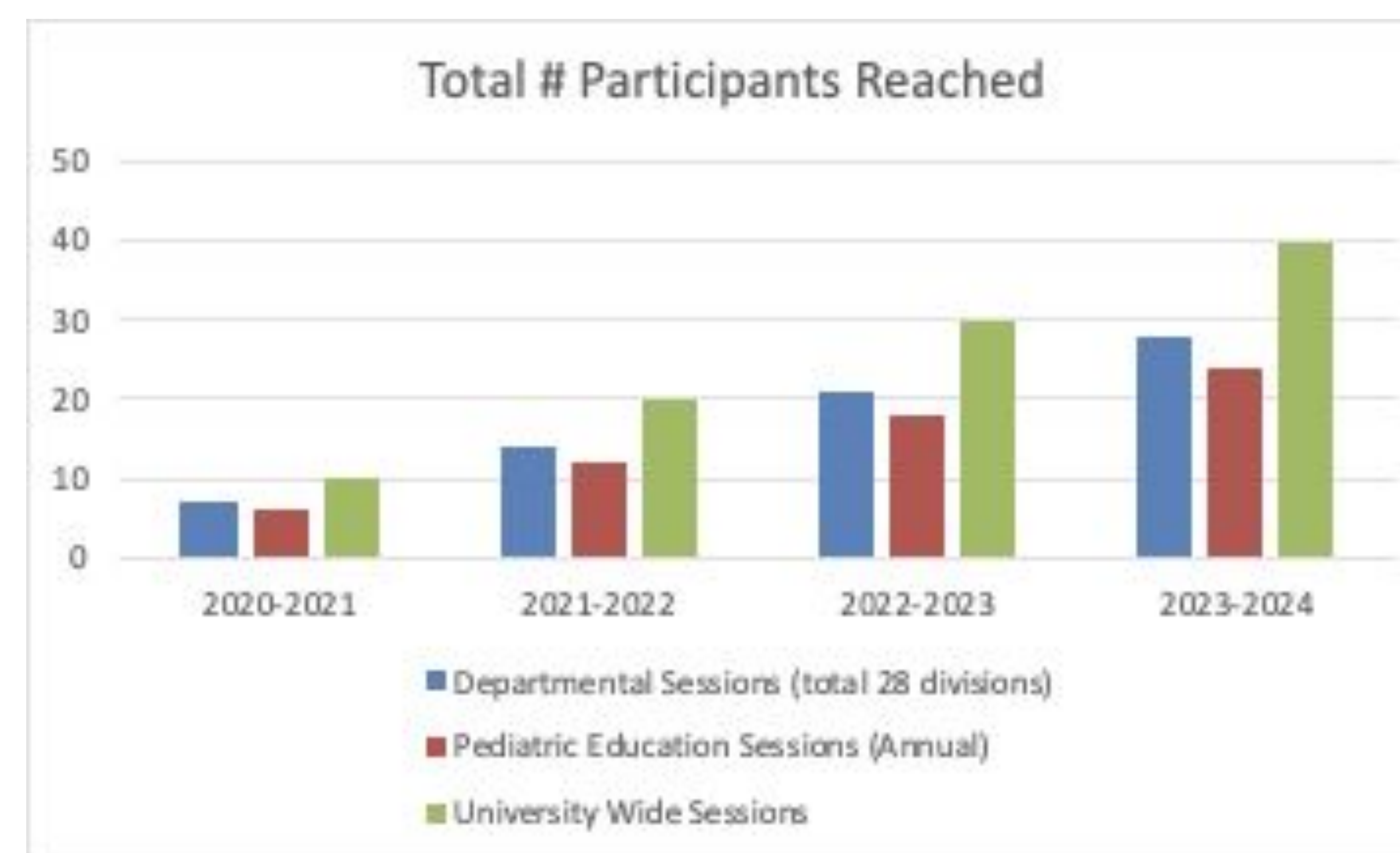
### Results

#### 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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### Acknowledgments

The authors wish to thank Primary Care Progress and the Relational Leadership Initiative for their work developing and refining this content