

Equity Diversity Inclusion for Years: Improving the education of search and selection committees

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Background: The University of British Columbia (UBC) identified that the diversity of faculty and academic leadership needed to be enhanced. To help accomplish this, search and selection committees are educated on equitable processes for screening, interviewing and selecting candidates. Current UBC practice involves an Equity Lead presenting this information in-person, but due to capacity restraints, these training presentations are not delivered thoroughly and universally. The UBC Equity and Inclusion Office, Faculty of Medicine, and Faculty of Science formed a partnership and proposed an online module to improve diversity and equity education.

Description: The online module is 30 minutes, self-paced and interactive. It includes evidence on how diversity contributes to excellence, recognizing unconscious biases, handling conflicts of interest, identifying diversity competencies in candidates, and the process of an equitable search and selection. The development of this course incorporated adult learning principles and to improve engagement custom graphics, videos, research summaries, and reflection opportunities are provided.

Outcomes: The online module aims to guide those involved in the selection process to be equitable and inclusive, helping with the identification of qualified candidates that may have previously been overlooked. The current program has been improved by leveraging blended learning, providing a base level of knowledge prior to meeting with the Equity Lead, allowing more time for in-person dialogue, and providing a lasting reference for learners after training is complete. Evaluation data will be available after the course launch in fall 2018 and will be shared at the Diversity in Medicine Conference.

Conclusion: Learner evaluations will be used to measure post-course awareness of equitable processes and improve the learning experience. This project aligns with UBC's strategic plan; together we strive for a more diverse and equitable campus.