

Audience- *Basic Science Faculty*

| Program name                             | Target audience & eligibility criteria                          | <i>The goal of the program is to:</i>  | Participation requirements & program size                                     | Time commitment                                      | Program format       | Cost                    | For more information  |
|--|---|--|---|--|----------------------|-------------------------|---|
| Addressing Unconscious Bias              | All faculty   | Explore how unconscious bias impacts relationships, decision making and experiences; identify strategies to mitigate biases, increase self-awareness, and foster inclusive practices                                     | Open enrollment (no application necessary)<br><i>(unlimited participants)</i> | 1-hour workshop offered once/month                   | Virtual              | No cost to participants | Diversity and Inclusion Office<br><a href="https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/">https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/</a><br>deiprograms@umassmed.edu |
| Advance                                  | All faculty   | Provide information related to areas in which faculty are evaluated as part of the promotions process: educational effectiveness, scholarship, and academic reputation   | Open enrollment (no application necessary)<br><i>(unlimited participants)</i> | 1 Tuesday/month<br>12:00 – 1:00pm<br>September - May | Virtual              | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/development/advance/">https://www.umassmed.edu/ofa/development/advance/</a><br>faculty.development@umassmed.edu  |
| DRIVE Core Skills Workshop               | All faculty   | <i>Review all six sections of the DRIVE Curriculum Appraisal Tool and discuss their application, and to make space for critical conversations about diversity in teaching and learning across our community</i>          | Open enrollment (no application necessary)<br><i>(unlimited participants)</i> | 1-hour workshop offered once/month                   | Virtual or in-person | No cost to participants | Diversity, Representation and Inclusion for Value in Education Program<br><a href="https://www.umassmed.edu/DRIVE/drive@umassmed.edu">https://www.umassmed.edu/DRIVE/</a><br>drive@umassmed.edu   |
| DRIVE Facilitating Small Groups Workshop | All faculty   | <i>Review some best practices for creating and hosting inclusive and appropriate small-group experiences, and to make space for critical conversations about diversity in teaching and learning across our community</i> | Open enrollment (no application necessary)<br><i>(unlimited participants)</i> | 1-hour workshop offered once/month                   | Virtual or in-person | No cost to participants | Diversity, Representation and Inclusion for Value in Education Program<br><a href="https://www.umassmed.edu/DRIVE/drive@umassmed.edu">https://www.umassmed.edu/DRIVE/</a><br>drive@umassmed.edu   |
| EMPOWER                                  | Mid & senior-career faculty<br>Basic science & clinical faculty | Develop women leaders through knowledge and skill acquisition necessary to lead confidently and competently  | Open enrollment (no application necessary)<br><i>(60-70 participants)</i>     | One full day/year in March                           | In-person            | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/equity-diversity/empower/">https://www.umassmed.edu/ofa/equity-diversity/empower/</a><br>faculty.development@umassmed.edu  |
| Equip                                    | Mid-career faculty<br>Basic science & clinical faculty          | Develop the communication skills to navigate high-stakes presentations, meetings, interviews, and negotiations to achieve career goals and strengthen joy and meaning in work  | Application, nomination<br><i>(8-10 participants/cohort)</i>                  | 6 2-hour sessions/year                               | In-person            | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/equity-diversity/joy-mccann-professorship/projects--programs/">https://www.umassmed.edu/ofa/equity-diversity/joy-mccann-professorship/projects--programs/</a><br>Jennifer.reidy@umassmemorial.org      |



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| Navigating Microaggressions: How to be an Upstander | All faculty  | Increase participants' ability to navigate microaggressions and support others through the experience of discrimination and marginalization | Open enrollment (no application necessary)<br><i>(unlimited participants)</i>             | 1-hour workshop offered once/month                  | Virtual              | No cost to participants | Diversity and Inclusion Office<br><a href="https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/">https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/</a><br>deiprograms@umassmed.edu |
| New Faculty Orientation                             | All new faculty  | Welcome new faculty and provide them with an overview of the institution & its resources  | Open enrollment (no application necessary)<br><i>(unlimited participants)</i>             | 3 2.5-hour sessions each year (Sept, Jan and May)   | Virtual              | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/development/newfaculty/">https://www.umassmed.edu/ofa/development/newfaculty/</a><br>faculty.development@UMassmed.edu  |
| Peers for Promotion                                 | Early & mid-career faculty<br>Basic science & clinical faculty | Support, motivate, and prepare faculty for the promotions process   | Application, Chair/Chief letter of support required<br><i>(10-20 participants/cohort)</i> | 5 sessions March-June (one virtual, four in-person) | In-person            | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/development/peers-for-promotion/">https://www.umassmed.edu/ofa/development/peers-for-promotion/</a><br>Emily.Green@umassmed.edu  |
| Promoting an Inclusive Lab Environment              | Basic science faculty  | Increase participants' ability to promote an inclusive learning environment and foster inclusive practices in biomedical research labs      | Open enrollment (no application necessary)<br><i>(unlimited participants)</i>             | 1-hour workshop offered once/month                  | Virtual or In-person | No cost to participants | Diversity and Inclusion Office<br><a href="https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/">https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/</a><br>deiprograms@umassmed.edu |
| Summer Intensive for Presentation Skills (SIPS)     | All UMass Chan faculty   | <i>Improve the presentation skills of biomedical faculty</i>  | Application<br><i>(limit 20 participants/cohort)</i>                                      | 3 full weekdays in July                             | In-person            | No cost to participants | Office of Faculty Affairs<br><a href="https://www.umassmed.edu/ofa/development/Communication-Skills/">https://www.umassmed.edu/ofa/development/Communication-Skills/</a><br>emily.green@umassmed.edu  |