

Program Format- *Virtually*

Program Name	Target audience & eligibility criteria	<i>The goal of the program is to:</i>	Participation requirements & program size	Time commitment	Cost	For more information
Addressing Unconscious Bias	All faculty	<i>Explore how unconscious bias impacts relationships, decision making and experiences; identify strategies to mitigate biases, increase self-awareness, and foster inclusive practices</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Advance	All faculty	<i>Provide information related to areas in which faculty are evaluated as part of the promotions process: educational effectiveness, scholarship, and academic reputation</i>	Open enrollment (no application necessary) <i>(unlimited participants)</i>	1 Tuesday/month 12:00 – 1:00pm Sept-May	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/advance/ 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) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	No cost to participants	Diversity, Representation and Inclusion for Value in Education Program https://www.umassmed.edu/DRIVE/ 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) <i>(unlimited participants)</i>	1-hour workshop offered once/ month	No cost to participants	Diversity, Representation and Inclusion for Value in Education Program https://www.umassmed.edu/DRIVE/ drive@umassmed.edu

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Established Clinician Group Coaching	Mid-career faculty Clinical faculty (physicians and APP's with 3+ years post-training)	<i>Provide group coaching that addresses the challenges that are common to women in medicine such as burnout, barriers to academic advancement, and gender bias</i>	Application (8 pods with 5-8 participants per pod)	Four virtual one-hour sessions (weekly or every other week) and optional monthly 75-minute virtual group coaching sessions for up to 12 months	No cost to participants	Clinician Experience Office https://clinician-experience-office.mailchimpsites.com/female-clinician-coaching BWell@umassmemorial.org
Equitable and Inclusive Search Processes	All faculty	<i>Increase participants' ability to mitigate bias within the recruitment cycle, and implement standardized interview questions and holistic review to promote inclusion</i>	Open enrollment (no application necessary) (unlimited participants)	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Inclusive Communication: The Language of Belonging	All faculty	<i>Promote inclusion and belonging through intentional language and communication</i>	Open enrollment (no application necessary) (unlimited participants)	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Inclusive Leadership: Leading with Intention	All faculty	<i>Increase participants' ability to create spaces that are rooted in fairness, respect, and celebration of differences</i>	Open enrollment (no application necessary) (unlimited participants)	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Navigating Microaggressions: How to be an Upstander	All faculty	<i>Increase participants' ability to navigate microaggressions and support others through the experience of discrimination and marginalization</i>	Open enrollment (no application necessary) (unlimited participants)	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu

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New Faculty Orientation	New faculty	<i>Welcome new faculty and provide them with an overview of the institution & its resources</i>	Open enrollment (no application necessary) (unlimited participants)	3 2.5-hour sessions each year (Sept, Jan and May)	No cost to participants	Office of Faculty Affairs https://www.umassmed.edu/ofa/development/newfaculty/ faculty.development@UMassmed.edu
Promoting an Inclusive Lab Environment	Basic science faculty	<i>Increase participants' ability to promote an inclusive learning environment and foster inclusive practices in biomedical research labs</i>	Open enrollment (no application necessary) (unlimited participants)	1-hour workshop offered once/ month	No cost to participants	Diversity and Inclusion Office https://www.umassmed.edu/dio/education-and-trainings/diversity-equity-and-inclusion-workshops/ deiprograms@umassmed.edu
Wellness Coaching	Clinical faculty	<i>Provide wellness coaches to coach peer clinicians and help them change, grow and thrive</i>	Application (10-20 participants/cohort)	4 hours of virtual coaching over three months: Initial 90-minute session followed by five 30-minute sessions. Cohorts (Jan-March; April-June; Sep-Nov)	No cost to participants	Clinician Experience Office https://clinician-experience-office.mailchimpsites.com/wellness-coaching BWell@umassmemorial.org