# DRIVE
### Diversity, Representation and Inclusion for Value in Education

**www.umassmed.edu/DRIVE**

# Advancing Diversity in Teaching & Learning at UMass Chan

*DRIVE is for anyone interacting with learners, including, but not limited to, faculty, residents, small group facilitators, and student group leaders, all of whom are an integral part of UMass Chan.*

*In aligning with our institution's values, we ask that you prioritize and model diversity and inclusive learning in your work and that you also speak up and provide feedback to others.*

## What are the goals of DRIVE?

- To promote a representative and bias- free curriculum across our learning environments
- To enhance the representation and inclusion of diverse populations in all our educational activities
- To make space for critical conversations about diversity in teaching and learning across our community.

## What is expected of me? What Resources does DRIVE offer me?

- Continue the conversation at a Monday DRIVE Café
- Build your skills by attending a DRIVE core skills or Small Group Facilitation workshop
- Apply the Curriculum Appraisal Tool when developing educational materials
- Identify resources to reduce bias in your learning materials – start with the DRIVE library guide
- Explicitly welcome feedback when presenting information to learners – consider using the DRIVE commitment slides in your presentations
- Report compliments or concerns via the DRIVE email address or  DRIVE feedback tool
- You can explore the definitions of bias further by completing this independent learning module.
- Visit the stoplight terminology guide, a resource for improving our language to promote accurate, representative, and inclusive teaching materials and educational environments.

## DRIVE 6 areas for improvement:

### 1
### Setting the Context
Frame to acknowledge learners' personal experiences, intersectionality, and microaggressions

### 2
### Language and Terminology
Use people centered and inclusive language

### 3
### Images and Media
Show a range of characteristics to avoid reinforcing stereotypes

### 4
### Research and References
Attend to definition and representation of demographics in research

### 5
### Population and Patient Cases
Include population characteristics and SDOH with intentionality

### 6
### Closing the Loop
Utilize data to improve and tell learners about your changes

Questions? Support? Suggestions for improvement?
Contact **drive@umassmed.edu** or use the QR code to submit anonymous feedback

## UMass Chan
### MEDICAL SCHOOL