

Bios:

Dr. Vicki T. Sapp, PhD | Geisinger Commonwealth School of Medicine

Dr. Sapp has over 20 years of experience in high education and 15 have been directly focused on inclusion, diversity, equity, access, retention, and success (IDEA+RS). Dr. Sapp is an administrator, researcher, educator, and service provider. Her research scholarship and publications focused on making the in**VISIBLE** visible. She focuses on first-generation and student of color populations, college access, retention and success, social justice, and diversity, equity, inclusion, and healthcare topics. Dr. Sapp is responsible for bringing the Safe Zone (LGBTQA+) project to GCSOM. Additionally, she trains, coordinates, and is responsible for the design and continuous enhancement of the Professional Identity Formation Cultural Humility Curriculum. She is also certified as a Title IX Resources Advisor, Emotional Intelligent Coach, Green Dot Sexual Assault Bystander Intervene Trainer, Mental Health First Aid Trainer, and Cook Ross Implicit Bias Trainer.

Dr. Rhonda Dailey, MD | Wayne State University School of Medicine

Rhonda Dailey, M.D. is an Assistant Professor in the Department of Family Medicine and Public Health Sciences and Scientific Director of the Office of Community Engaged Research (OCEnR). A full-time researcher, she has over 20 years of experience with conducting quantitative and qualitative behavioral and health-disparities research, and expertise in community engagement and with the recruitment and retention of minority populations. She is a trained Microaggressions Facilitator and has delivered various local and national talks on medical mistrust and racism, women's health, and chronic disease. Dr. Dailey's research interests include the influence of racism on health; women's health; health equity and disparities related to chronic disease (primarily asthma and hypertension); patient attitudes and beliefs about health; and healthcare quality. She currently leads OCEnR's efforts in delivering cultural competency workshops and is a co-investigator on several RO1 research studies that align with her interests, particularly asthma and perinatal health outcomes in African American participants.

Implicit Bias Community Workshop Descriptions

Workshop #1 | Trauma is *REAL*: Understanding and Interrupting Microaggressions

Participants will examine the trauma individuals experience based on the impact microaggressions have on targeted people based solely upon their marginalized group membership. A list will be provided of marginalized and dominant groups and examples of everyday instances of microaggressions. Additionally, participants will engage in group reflection and processing.

By the end of the workshop, participants will:

- be able to understand how microaggressions impact the mental health of communities.
- recognize and identify a variety of ways to address microaggressions, both as the receiver and the bystander.
- practice a range of practical strategies to use in a variety of contexts.

Workshop #2 | Microaggressions: Reframing and Navigating Triggering Events Case Scenarios

Participants will examine pre-clinical and clinical case scenarios and engage in small and large group discussions to identify the bias in each scenario. Dr. Sapp will introduce new tools. Participants will be encouraged to apply the tools learned in Part 1 of the series and activate their own toolkits to work collaboratively to develop concrete ways to mitigate bias in each scenario.

By the end of the workshop, participants will:

- be able to develop the ability to closely inspect their first impressions of bias when examining cases.
- understand how bias functions in their daily interactions, and the impact of biases in their daily decision-making process.
- examine how their lived experiences and identities shape their biases and identify concrete ways based on their talents, skills, and abilities to commit to mitigate bias.

Workshop #3 | Intersectionality: Examining Concepts of Privilege

Participants will complete pre-work through self-directed learning. Definitions of terms such as institutional power, 4 levels of oppression, privilege and others will be provided. Participants will be expected to draw on lessons learned, tools used in Part 1 and Part 2, and new activities introduced into this training to examine the complexities of their own identities. The selected activities for this training are not designed to make participants feel guilty or ashamed around having or not having privilege, but rather to explore how we ALL have SOME privilege and to learn how to engage our privilege to determine if we want to be an actor, ally and/or accomplice when navigating spaces.

By the end of this session, participants will:

- ability to reflect on the impact of privilege on their own life and engage in discussions with colleagues to examine the effects of implicit bias and privilege.
- synthesize in small and large group settings the effects of privilege on health equity.
- analyze ways to mitigate privilege in individually, collectively, and in institutionally.