

# Rx for a More Inclusive OB-GYN Department

1

Self-Assessment  
& Reflection

2

Learning  
& Unlearning

3

Prepare for  
Action

We all contribute to the department's environment, and we all have a part to play in making UW Ob-Gyn welcoming and inclusive. Building an inclusive department is an ongoing effort, not a one-time exercise. We are on the eve of welcoming a new and diverse class of residents at a time of great pain and uncertainty in the world, compelling us to approach this work with a renewed sense of urgency. We are dedicating the month of June to this **three-part Rx for a More Inclusive Ob-Gyn**, as a starting point for continued and sustained action.

Inclusivity is about creating an environment where each of us feels psychologically safe enough to express our true selves. As described in the UW SMPH Building Community initiative, **we want to foster a culture of inclusion and respect among our patients, employees, learners, and the communities we serve.**

The 2018 UW Health and SMPH Diversity & Engagement Survey results illustrate that we have room for improvement. SMPH and UW Health measured in the bottom third percentile in comparison to the AAMC normative samples for respect and cultural competence, defined as:

**Cultural competence:** Individuals believe that institution has the capacity to make creative use of its diverse workforce in a way that meets business goals and enhances performance.

**Respect:** Individuals experience a culture of civility and positive regard for diverse perspectives and ways of knowing.

Creating an inclusive working, teaching and learning environment is a process that starts with self-awareness. **To help each of us strengthen our foundation in diversity and inclusion issues, the UW Ob-Gyn Diversity, Equity and Inclusion Committee curated some activities and resources as a prescription for personal growth.**

We are asking everyone to:

- 1. Self-Assessment & Reflection:** Complete the following worksheet (<5 minutes)
- 2. Learning and Unlearning:** Select at least one resource for deeper learning
- 3. Prepare for Action:** Identify one thing you learned about yourself, and one action you will take



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Highlight or circle which group you identify with for each of the 20 factors:

Privileged Groups		Marginalized Groups
30's to early 50's	1. Age	Younger; Older
White	2. Race	Person of Color, People who identify as Biracial/Multiracial
Male	3. Biological Sex	Female, Intersex
Appearance and behaviors are congruent with the Gender Binary System ~ either masculine OR feminine	4. Gender Identity and Gender Expression	Gender Nonconforming; Gender Queer; Androgynous Gender Variant; Gender Queer; Ambiguous; Androgynous; Transgender
Executive Leaders, Managers, Supervisors, Exempt Staff	5. Hierarchical Level	Do not supervise others; Classified Staff; Student Staff; Students
Heterosexual	6. Sexual Orientation	Gay; Lesbian; Bisexual; Queer; Questioning
Upper class; Upper middle class; Middle class	7. Class	Working class; Living in poverty
Graduate or College degree; Private schooling	8. Educational Level	High school degree; Public schooling; 1st generation to college
Christian (Protestant; Catholic)	9. Religion/Spirituality	Muslim, Jewish, Agnostic, Buddhist, Atheist, Hindu, Spiritual, Mormon, Jehovah Witness, LDS, Pagan
U.S. born	10. National Origin	"Foreign born;" Born in a country other than the U.S.; undocumented
People who are "able-bodied;" nondisabled	11. Ableness/Disability	People with a physical, mental, emotional and/or learning disability; People living with AIDS/HIV+
"American;" Western European heritage	12. Ethnicity/Culture	Puerto Rican; Navajo; Mexican; Nigerian; Chinese; Iranian; Russian; Jewish...
Fit society's image of attractive, beautiful, handsome, athletic...	13. Size/Appearance	Perceived by others as too fat, tall, short, unattractive, not athletic
Proficient at General/Standard American English	14. English Literacy	Not proficient use of English; have an "accent"
Legally married in a heterosexual relationship	15. Marital Status	Single; divorced; widowed; in a same-sex partnership; in an unmarried heterosexual partnership...
Parent children within a 2-parent heterosexual marriage	16. Parental Status	Unmarried parent, non-residential parent, LGBTQ parents, do not have children
More experience on campus	17. Years of experience	New; little experience on campus
Very athletic	18. Athleticism	Not very athletic
Suburban; valued region of the U.S.	19. Geographic region	Rural; urban, less valued region of the U.S.
Light skin; European/Caucasian features	20. Skin color; phenotype	Darker skin; African, Asian, Aboriginal features

Despite the complexities of our social identities, we need to begin with articulating and reflecting on implicit, as well as explicit, domains of our identity to understand how we are positioned in society and how it shapes our life experience. (Kathy Obear, Ed.D., Alliance for Change Consulting)

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Select one resource (more if you wish) to develop a deeper understanding of how identity may shape our perspectives and experiences as we move through the world:

## **Multimedia**

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[UW Health DEI Microlearnings](#)

[12 Books, Movies, And Podcasts You Should Consume To Become A Better Ally To The Black Community](#)

## **Read**

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[White Privilege: Unpacking the Invisible Knapsack](#)

[Avoiding unconscious bias at work](#)

## **Watch**

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[Unboxing one another](#)

[Microaggression: Where Are You Really From?](#)

[We All Have Unconscious Biases](#)

[How Can Providers Reduce Unconscious Bias?](#)

**There's so much more to learn! Take a look at the UW Ob-Gyn Diversity, Equity and Inclusion website for more listening, watching and reading:**

**[obgyn.wisc.edu/deiresources](http://obgyn.wisc.edu/deiresources)**

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After self-examination and learning comes reflection and action. Take some time to reflect on these questions:

- What do you plan to do differently or carry forward after June?
  - In your experience, what makes our department inclusive (or not inclusive)?
  - What's one thing you will do to help make the department more inclusive?
- (Take a look at this guide for suggestions to help you take action:  
<https://www.whiteaccomplices.org/>)

