Workshop 6: Towards a More Inclusive Yale: Learning to Effectively Combat Bias and Discrimination

Description: The primary goal of this workshop is to promote open conversations regarding diversity and inclusion. The facilitator will review relevant concepts and encourage attendees to reflect on their personal experiences with bias and discrimination. Participants will leave with an enhanced understanding of the ways in which group identities shape workplace experiences. Attendees will also learn skills that will enable them to speak up against bias and discrimination.

Learning Objectives:

1. Gain an understanding of key concepts relevant to conversations regarding diversity and inclusion
2. Increase comfort level with talking openly about issues pertaining to bias and discrimination
3. Develop knowledge, skills, and attitudes to be an effective bystander in the face of biased behavior

Facilitator:
Aba Osseo-Asare, MD graduated from medical school at the University of Rochester. She completed her residency at the Yale Primary Care Internal Medicine Program, where she also served as chief resident. She currently works as a faculty member in the Yale Section of General Internal Medicine. Many of her career and research interests focus on enhancing workplace diversity and inclusion, including participating in minority recruitment efforts, facilitating workshops on bias, and researching the effects of race on minority physicians. Her clinical work is devoted to working with underserved patient populations in a primary care setting. In her role as a clinician-educator, she also works towards supporting residents who identify with minority affinity groups and developing curricula designed to enhance cross-cultural knowledge, skills, and attitudes.

Darin Latimore, MD joined Yale in January 2017. He was formerly associate dean for student and resident diversity at the University of California-Davis School of Medicine, where he helped expand the definition of diversity beyond African-American, Hispanic, and Native American individuals to include underrepresented Asian-American groups and individuals who are economically disadvantaged. Dr. Latimore has served as chair or an active member on numerous committees, task forces, and local, state and national working groups dedicated to diversity, equal opportunity, and medical education.