# What is the Faculty Allyship Program?

The Faculty Allyship Program is an offering through the Faculty Development Program. Participants can choose from several workshops related to diversity, equity, and inclusion. Those who complete 9 hours of faculty development, along with participation in a journal club, and respond to two reflective prompts, will receive designation as a Faculty Ally.

# Who can participate?

Any of our faculty – both billeted to USU and national faculty! The goal is **student-centered.** We want students to be able to identify safe spaces to have honest and open dialogue about issues in medicine that may disproportionality impact those who are underrepresented or traditionally marginalized. This is important both on our local and national campus.

# Why this program?

Qr code

Description automatically generatedOur student body is increasingly diverse, and it can be difficult for students to identify individuals who may or may not share their personal context. **However, faculty do not need to share the personal context of their students to be allies.** This program is designed to give faculty who want to connect with students in this way the knowledge, skills, and attitudes to navigate these difficult conversations.

# Ready to sign up?

Chart, sunburst chart

Description automatically generatedYou can **register for the Faculty Development** offerings by navigating to the Faculty Development Self-Service page **using the QR code below.**

**Questions?** Email the Chair of the Curriculum Subcommittee of the School of Medicine Diversity Committee, Dr. Abigail Konopasky ([abigail.konopasky.ctr@usuhs.edu](mailto:abigail.konopasky.ctr@usuhs.edu)) or the Assistant Dean for Faculty Development, COL (Dr.) Jessica Bunin ([jessica.bunin@usuhs.edu](mailto:jessica.bunin@usuhs.edu))

**Once you complete all program requirements,** submit the two reflection papers to Mr. Tyrone Willis, Recruitment Diversity Officer ([tyrone.willis@usuhs.edu](mailto:tyrone.willis@usuhs.edu))



Faculty development program

USU Allyship Program

The USU Allyship program is a Faculty Development initiative to recognize faculty members who have pursed **advanced training in the area of diversity, equity and inclusion** and **recognize these principles as critical to the success of the USU mission.**

Graduates of this program commit to **developing and fostering relationships with students** built on trust, knowledge, openness, and accountability through empathetic conversations, active listening, and non-defensive engagement.

They recognize that this type of allyship will involve mistakes, growth, and constant learning. **They recognize that trust with future and current colleagues will take time to build and maintain.**

# **Learning Objectives**

**Knowledge**

* **Explain** common key terms associated with literature on diversity, equity, and inclusion
* **Summarize** the impacts of institutional racism, prejudice, and discrimination on academic medicine

**Skills**

* **Analyze** their own identities and the associated impact of intersectionality and privilege in shaping their individual experiences
* **Show** their commitment to promoting an inclusive workplace and educational environment for students

**Attitudes**

* **Demonstrate** the ability to have empathetic and supportive conversation with students from diverse backgrounds
* **Illustrate** how their own teaching and scholarship will support allyship at USUHS

# Requirements for Program

The Faculty Allyship program has three elements:

* **Faculty development curriculum** – Faculty complete **9 hours** of Faculty Development Training.
* **Journal club** – ***Training in diversity, equity, and inclusion is a life-long process.*** To that end, faculty completing the allyship program participate in at least **(1) journal club** offered by the School of Medicine Diversity Committee
* **Self-Reflection** – ***Practicing allyship requires continuous self-reflection.*** Faculty completing this program will complete **(2) brief reflective pieces** – one in response to their journal club and a final reflection on their lessons learned from the program and **commitment to action**

Faculty allies are encouraged to continue their engagement in this faculty development program after completion of their training.

# Eligible Faculty Development Offerings

* Language of Diversity, Equity, and Inclusion\*
* Step up: Commit to Health Care Equity
* Generational differences in MedEd
* Overcoming the gender trap
* Teaching Diversity
* Addressing URM through cross-cultural mentorship
* Mentoring across generations
* Mentoring in the #HeforShe and #MeToo Generation
* Courage to Fortify Your Learning Climate
* Respect and Diversity in the 21st Century
* Operationalizing solutions to Implict Bias
* Women in Academic Medicine
* Trust as a foundational aspect of medical academia

\*Required for all

Faculty will receive credit for previously attended programs