TAKE 5
HOW TO CREATE AN INCLUSIVE LEARNING ENVIRONMENT
A practical strategy for promoting inclusivity in the clinical environment

WHAT YOU CAN DO…

1. BE AWARE
   - Many of our learners experience "-isms," such as racism and sexism.
   - These experiences may happen both inside and outside of the Mayo Clinic.

2. OVERCOME IMPLICIT BIAS WITH ACTIVE LEARNING
   - We as educators have implicit bias of which we may be unaware.
   - Our implicit bias can unintentionally impact our teaching.
   - Use active learning methodologies (such as through conversation and dialogue) to incorporate learners’ perspectives.

3. BEWARE OF NOSTALGIA
   - Reminiscing on “better times” can erode an inclusive learning environment.
   - Be careful to not imply that the younger generation is somehow less committed to their work or do not hold our espoused Mayo values.

4. DELIVER SINCERE MICRO-AFFIRMATIONS
   - Small but sincere positive feedback or “microaffirmations” can act as antidotes to microaggressions.
   - Active listening, soliciting opinions, and giving credit promote a sense of inclusion and belonging.

5. VALUE THE WHOLE LEARNER
   - Find out learners’ preferred names, nicknames, and pronouns.
   - Stress the importance of teamwork to flatten hierarchies, and welcome diverse thoughts.
   - Ask learners about their background and find a way to connect with them.

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