



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.

Presented by Dr. Beth Ladlie, Medical Director for the Office of Equity, Diversity, and Inclusion at Mayo Clinic Florida and the Program Director for the Mayo Clinic Florida Anesthesiology Residency and Dr. Ivan Porter, Nephrologist, and Program Director for the Preliminary Internal Medicine Residency for Mayo Clinic Florida

This infographic was made possible by Mayo Clinic’s participation in the Kern National Network for Caring and Character in Medicine.