

July 2020

Dear Class of 2024:

Welcome to the UVM Larner College of Medicine and the Office of Diversity, Equity & Inclusion's *Finding Our Common Ground* curriculum.

Finding Our Common Ground provides a framework for enhancing your knowledge of concepts related to diversity, equity and inclusion. Knowledge of these concepts are essential to living in a diverse community, such as ours, as well as to your success as a future physician. This framework is based on UVM's [Our Common Ground](#) statement of principles that guide us as members of the UVM community.

The program was developed based on relevant data and best practices that show cultural humility development is best achieved when it takes place over time and engages people to first spend time in reflection on their own identities, attitudes and commitment to this work. Over the next four years you will have the opportunity to reflect upon the influences that have shaped your various identities and through these reflections you can improve your chances successfully navigating being a member of diverse class as well as a physician in an increasingly multicultural world.

During these unprecedented times marked by a global pandemic that is bringing long-standing racial disparities in health to the forefront, as well as systemic racism and inequities in policing, we must commit to ensuring equity in our work and living environments.

To ensure that everyone is prepared to engage in the *Finding Our Common Ground* orientation workshops we are asking you to complete the following:

STEP 1. – Complete the “Diversity, Equity and Inclusion” Module. DEADLINE- AUGUST 1

- You will receive a link to this module in your UVM email account.
- The module contains a pre-survey, pre-test, the module content and a post-test.
- Approximately three weeks after orientation you will receive a short survey to complete about your knowledge gains from the course.

STEP 2. – Complete the Intercultural Development Inventory (IDI). DEADLINE- AUGUST 1

- The link for the IDI will be sent to your UVM email address and will come from idiadmin@idiinventory.com.
- If you did not receive a link please email tiffany.delaney@uvm.edu (*Please complete no later than August 5th*)

Please do not hesitate to contact us if you have any questions and enjoy the rest of your summer!

Best,

Tiffany Delaney, MA. Ed. (she/her)
Director, Office of Diversity, Equity & Inclusion

Finding Our Common Ground
Orientation Course – Programmatic Objectives

Diversity, Equity and Inclusion eModule for Students

At the conclusion of this activity, students will be able to:

- Define diversity, inclusion and describe their relationship to creating an inclusive campus
- Describe and evaluate inclusion strategies
- Identify opportunities to apply inclusion strategies
- Define key terms (identity, multiple identities, power, privilege, bias, empathy, intersectionality, microaggressions)
- Define and recognize “-isms” and “-phobias”
- Learn when and how to confront “-isms” and “-phobias”
- Learn when and how to employ “ally behavior”
- Explore concepts of resilience and self-care to begin building personal resources
- Apply basic communication techniques that support diversity and inclusion goals

Intercultural Development Inventory (IDI)

At the conclusion of this activity, students will be able to:

- Reflect on their experience of situations where cultural commonalities and differences may have played a role
- Gain awareness of the importance of cultural awareness to their professional identity formation