



# DRIVE

Diversity, Representation and Inclusion for Value in Education

## ADVANCING DIVERSITY IN TEACHING & LEARNING AT UMASS CHAN

DRIVE is for anyone interacting with learners, including , but not limited to, faculty, residents, small group facilitators, and student group leaders, all whom are in integrate part of UMass Chan.

In aligning with our institution's values, we ask that your prioritize and model diversity and inclusive learning in your work and that you also speak up and provide feedback to others.

### What are the goals of DRIVE?

To promote a representative and bias-free curriculum across our learning environments

To enhance the representation and inclusion of diverse populations in all our educational activities

To make space for critical conversations about diversity in teaching and learning across our community

### What is expected of me?

#### What resources does DRIVE offer me?

- Continue the conversation at a [Monday DRIVE Café](#).
- Build your skills by attending a [DRIVE core skills or Small Group Facilitation workshop](#).
- Apply the [Curriculum Appraisal Tool](#) when developing educational materials
- Identify resources to reduce bias in your learning materials – start with the [DRIVE library guide](#).
- Explicitly welcome feedback when presenting information to learners – consider using the [DRIVE commitment slides](#) in your presentations.
- Report compliments or concerns via the DRIVE email address or [DRIVE Feedback Tool](#).
- You can explore the definitions of bias further by completing this [independent learning module](#).
- Visit the [stoplight terminology guide](#), a resource for improving our language to promote accurate, representative, and inclusive teaching materials and educational environments.

### DRIVE 6 areas for improvement

#### Setting the Context

Frame to acknowledge learners' personal experiences, intersectionality, and microaggressions

01

#### Language and Terminology

Use people centered and inclusive language

02

#### Images and Media

Show a range of characteristics to avoid reinforcing stereotypes

03

#### Research and References

Attend to definition and representation of demographics in research

04

#### Population and Patient Cases

Include population characteristics and SDOH with intentionality

05

#### Closing the Loop

Utilize data to improve and tell learners about your changes

06



Questions? Support?  
Suggestions for Improvement  
DRIVE@UMASSMED.EDU

