



Creating an equitable learning environment: Feedback and assessment strategies

KP Napa-Solano Family Medicine Residency Program



Agenda

1. Review steps towards equitable feedback
2. **Activity 1:** intersectionality and privilege – Think/Pair/Share
3. **Activity 2:** Strategies to mitigate bias
4. Large group report out
5. Lessons learned from KPNSFMRP
6. Wrap up and next steps

Exhibit
Enthusiasm

Balance
Challenge
and Support

Learning
Climate

Welcome
and Respect
Diversity

Model Humility

5 Steps Towards Equitable Feedback and Assessment

1: Self-reflection - Privilege, intersectionality, and bias

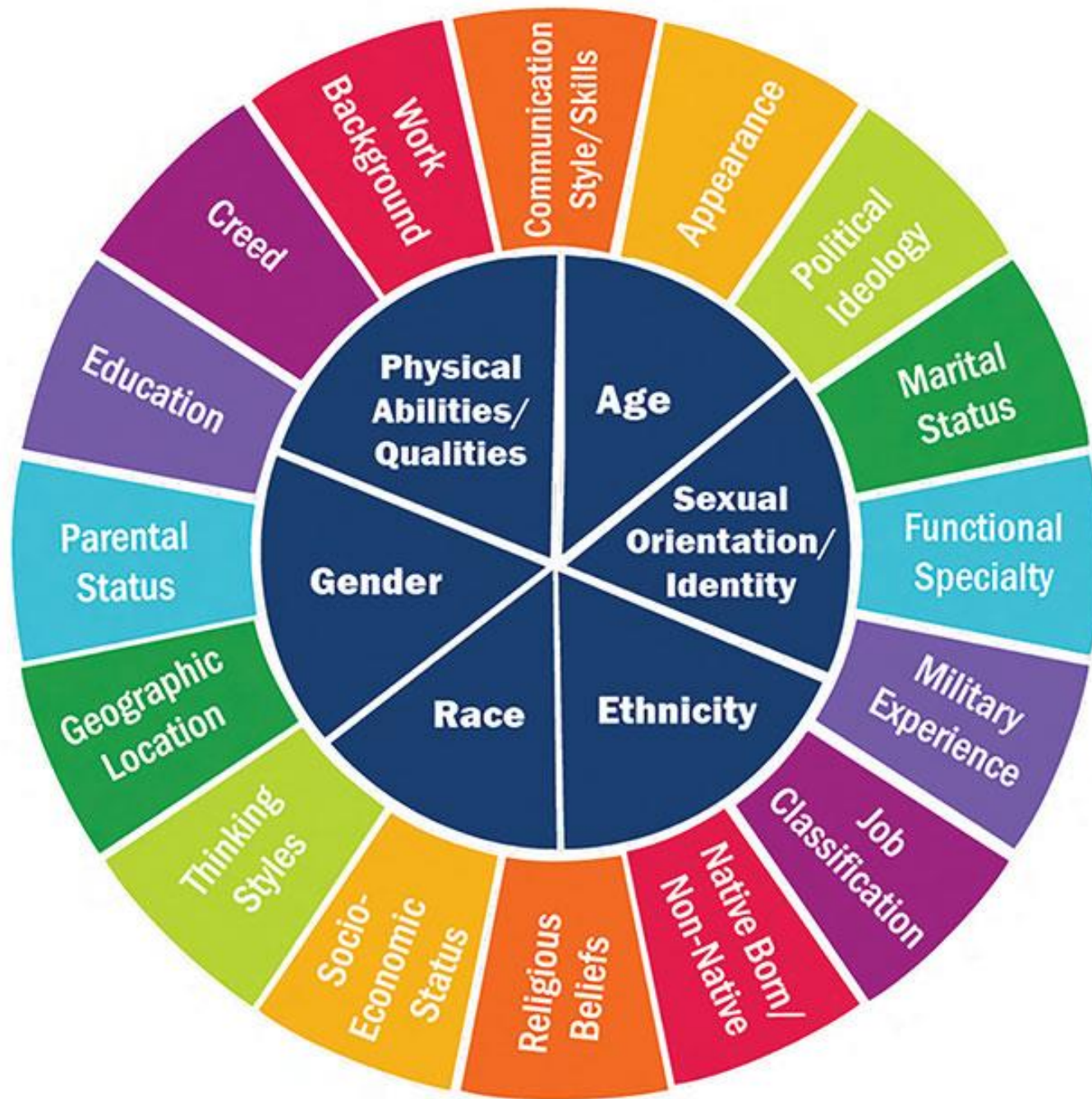
2: Building trust with learners

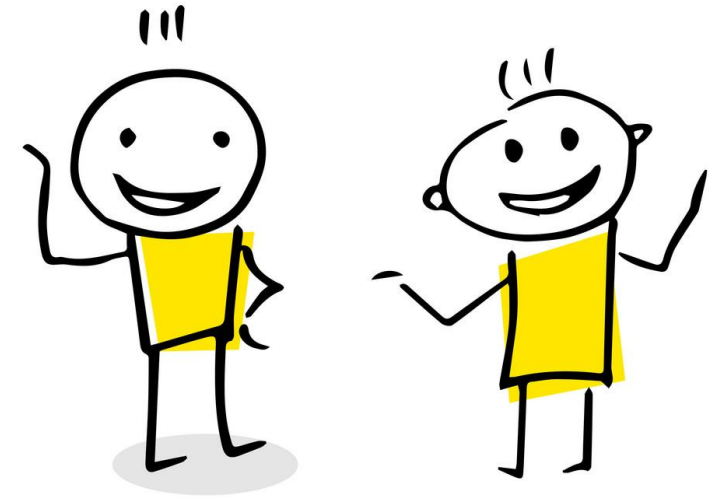
3: Conducting a climate assessment

4: Strategies to mitigate bias

5: Framework: approach to feedback conversations

Intersectionality
and Privilege





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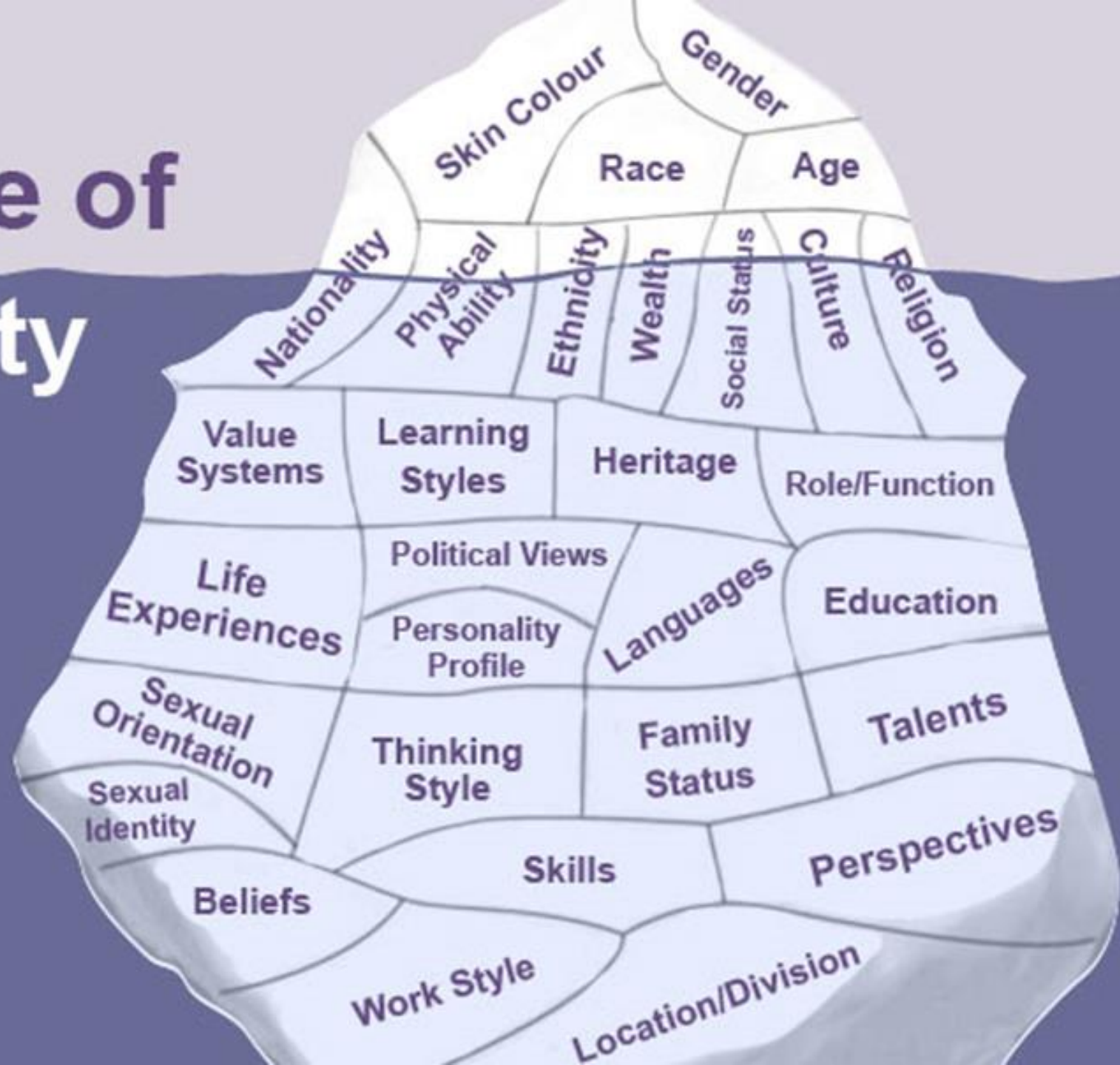
Your Own Experience: Think-Pair-Share

Social identity exercise

- Complete table (handout)
- Consider the following questions (self-reflection):
 - How might learners see you? What identities/privileges/power dynamics do you bring to the table?
 - How can your identities lead to blind spots with learners? What biases might you bring to interactions?
 - Think about your identities/experiences and how these might be an asset to education. Where can you find alignment with learners?



Waterline of Visibility





Strategies to Mitigate Bias in Feedback Spaces

How to make spaces more equitable?

In your small groups, consider the strategies to equitable feedback and the questions provided to develop a proposal for 2-3 strategies to mitigate bias in your specific context. Please designate one team member to take notes during your conversation and a team member to share your strategies with the larger group:

- 1) Written Evaluations**
- 2) Clinical Competency Committee (CCC)**
- 3) Advisor/Advisee**
- 4) Feedback Conversations**

See specific questions for consideration in documents.

Large group
share out:

Please share 2-3 take
home points with the
larger group:

- Written Evaluations
- Clinical Competency
Committee (CCC)
- Advisor/Advisee
- Feedback Conversations



Lessons learned: Our Residency's Journey





Wrap Up

A wooden arrow-shaped sign is mounted on a tree branch. The sign is light-colored wood and has the words "NEXT STEPS" written on it in a dark, bold, sans-serif font. The arrow points to the right. The background is a clear blue sky with some white clouds on the right side.

NEXT STEPS

An illustration featuring several raised fists of various skin tones (light, medium, and dark brown) against a pink background. The fists are decorated with different accessories: a light-skinned fist has small red hearts on the wrist; a dark-skinned fist has orange dots on the fingers; a medium-skinned fist has a ring and red nail polish; a dark-skinned fist has blue and purple bracelets; a light-skinned fist has a ring and blue nail polish. White diagonal streaks are scattered around the fists.

Thank you!

Questions?

Tessa.s.stecker@kp.org