

## **Diversity Topics Poll Results (direct words/quotes from students):**

- Impact of unconscious bias - this could include faculty to student, student to faculty, student/faculty to the patient, etc.
- Exploring and addressing unconscious bias, exploring stereotyping with regards to race, gender, and disability and ways to become conscious and actively work against it
- Learning the differences between racist vs not-racist vs anti-racist
- Learning about and supporting gender identity and expression
- Learning about and supporting sexual identity and expression
- Learning about different religions and cultures so we can better understand our classmates, faculty, and patients.
- How to identify lesions on dark skin (most if not all of our oral pathology is all based on light skin)
- How to have conversations with patients who were not born in United States and have different standards and expectations for dental care
- Common dental beliefs in other countries (avoiding generalizations of other countries but rather presenting what the literature knows about other country's dental beliefs and common practices)
- Basic knowledge about how to be an ally in a professional field dominated by white people (and historically white males)
- Addressing "microaggressions" in a professional space and in patient care – what they are, how to avoid them, how to confront them when they happen
- More information regarding LGBTQ+ patients, better ways to ask health care questions or conversation to be more inclusive
- Emphasis on disparities and social determinants of health (right now most of that is only taught if you complete the public health distinction track)
- White Privilege
- Strategies to create safe, inclusive environments
- White Fragility
- Racism and prejudice in communities
- Sexism
- Race, culture, and ethnicities
- Ageism
- Disability and Ableism
- Religious identities
- SES and classism
- Immigration
- Recognizing the profiling/extra work our students of color/patients of color when coming in to get care or just walking down the street etc.
- Opportunity gaps - too many people overlook or make excuses for this!!
- Ways to communicate ignorance - learning that there are healthy ways to say, "I actually don't understand this and I have questions."

### **Additional quotes/comments:**

“I also think that learning about multigenerational differences could be impactful especially when it comes to students thinking about faculty. It could shine a light on how much the older generations have had to adapt to new ideas including technology and social changes. Maybe it could lead us to be a little more patient with our faculty especially during these times of uncertainty when they had to redo things on the fly.”

“I feel like a really important DEI topic to address is having people identify their own biases and privileges. Until we do that, I think it’s very difficult to move forward and embrace diversity, equity, and inclusion unless we take a good, hard look at our own shortcomings. I’d suggest doing some interactive workshops (kind of like NCBI but much less traumatizing preferably).

After these workshops, it’d be great to have lectures and workshops addressing how we move forward and improve ourselves. Specifically, how do we integrate DEI into our work and future practices? It would be really cool to put things in perspective and hear from some dentists of colors talk about some of their hardships. We could ALL use a few lectures on how to be more DEI-minded healthcare professionals and more importantly human beings. “

“I was thinking that something very beneficial would be to explore and discuss the biases the health care system as a whole and health care providers have that negatively influence the health and lives of patients of color, specifically Black and African American women. As health care providers I think this topic is very important for us to learn about so that we can examine our own biases so we can better treat our future patients. In the last month I have been able to learn a little bit about the disparities women of color, especially Black and African American women, face in health care and”

“How to deal with diversity backlash. I think sometimes there may be resistance to diversity efforts because the message we try to give may come off as negative or kind of like a blame, which may make people respond with anger or resistance. I think it is important to frame it in a positive way and learn how to include all the different dimensions of diversity.”

“Harassment Policies: With reference to everything going on and the #metoo movement, I think it could be a great time to revisit the policies and encourage everyone to report any such instances and understand the resources available for people to access.”