



# Symposium on Educational Excellence 2023

## Framework for equity integration in curriculum and instruction

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### Keywords

Advancing diversity, equity, and inclusion in health sciences education, Educational research findings, Educational research methods and models

### Abstract

The goal of this project is to assess and report the effectiveness of the Foster Respectful and Equitable Education (FREE) initiative's unique model for integrating equity, social justice, and anti-racism across OHSU's learning environments. The FREE model is unique, in that it supports educational equity through partnership, content development, resources, consultation, and trainings that focus on ongoing curricular integration. Our research assesses the outcomes of FREE's programming through quantitative analysis of curricular and instructional changes developed and implemented as a direct result of participation in FREE workshops. We will gather data from past FREE program participants, between Fall 2021 and Winter 2023, and identify both the instructional practices they have adopted in their learning environments to increase educational equity and any obstacles to implementing these practices since attending one or more FREE workshops. A critical gap in education literature is identifying effective strategies for operationalizing equity in learning environments. There is emerging scholarship regarding which practices reduce equity gaps in learning environments, some examples include equitable assessment (Henning, et al. 2022), pedagogy informed by critical race theory (Yosso, 2002) and trauma informed classrooms (Ameyaa et al. 2021; Sullivan and Marlatt, 2021). However, unless we implement strategies to facilitate the adoption of these practices, learners will not reap the benefits of these scholarly contributions. By understanding how participation in FREE trainings influences changes in curriculum and instruction, and by identifying barriers to adopting equitable instructional practices, our research will provide valuable knowledge for operationalizing equity, social justice, and anti-racism in learning environments. As an institution, Oregon Health and Science University has a goal of becoming an anti-racist organization. As an academic health center, OHSU faces unique challenges when moving equity and justice aims from words to action. Learning environments include traditional classrooms, simulation centers, and healthcare clinics. Our educators are clinicians and face competing demands on their own professional capacities.

Healthcare fields require adherence to standards set by external bodies, and must prepare students for high stakes examinations for certification in their field. Our research supports this goal, by producing more in-depth knowledge of how anti-racism, social justice, and equity are enacted in learning environments, and the barriers educators face to implementing instructional practices that advance these aims.

Additionally, our research assesses the utility of our unique model of partnership, project development, program delivery, curricular integration, program evaluation, and scholarship, through which we work to integrate in all learning environments, and grow equity leadership throughout OHSU's education mission. We believe FREE's approach is replicable and scalable, and can serve as a model for peer institutions. By analyzing FREE's overall effectiveness in light of these unique and nuanced challenges, and by identifying key obstacles, our project addresses an ongoing challenge across higher education, operationalizing stated equity, social justice, and anti-racism goals in educational practices (Daoud, 2016; Sensoy and DiAngelo, 2017; Welton et al. 2018).

## Learning Objectives

1. Assess the effectiveness of the Foster Respectful and Equitable Education (FREE) initiative's unique model for integrating equity, social justice, and anti-racism across OHSU's learning environments.
2. Report the effectiveness of the Foster Respectful and Equitable Education (FREE) initiative's unique model for integrating equity, social justice, and anti-racism across OHSU's learning environments.
3. Identifying barriers to implementing equitable, anti-racist, and social justice practices in learning environments.

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