**3 YEAR CYCLE:**

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| **Year of Cycle** | **Topic** | **Date** |
| 1  2020-2021  2023-2024 | Implicit Bias, part 1\*^ |  |
| Implicit Bias, part 2\*\*\*^ |  |
| 2  2021-2022 | Racism in Pediatric Care (autism, UTI, diabetes, atopic dermatitis)\* | 8/20/21 |
| Tokenism\*\*^ | 3/4/22 |
| 3  2022-2023 | Racism in Pediatric Practice (sickle cell anemia)\* |  |
| White Privilege\*\*^ + Moving Beyond Blame and Shame |  |

Session will include time for  
\*PGY1- community agreements; PGY2/3 microaggression practice  
\*\*PGY1- microaggression strategy learning; PGY2/3 microaggression practice  
\*\*\*PGY1-3- microaggression practice  
^Racial affinity groups

**INTERNS:**

***During Orientation***Intro to UWHealth policies, intro to responding to microaggressions (50 min)

***During Intern Morning Reports***

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| **Topic** | **Number of Sessions (each 50min)** | **Dates**  **(2021-2022)** | **Dates**  **(2022-2023)** |
|  |  |  |  |
| Identity and belonging | 1 | 9/24 |  |
| SDoH, wealth distribution, redlining | 3 | 10/8, 10/22, 11/19 |  |
| Historical foundations of race | 6 | 12/10 1/7, 1/28, 2/4, 2/25, 4/8 |  |
| Power, oppression and intersectionality | 2 | 4/22, 5/6 |  |
| Return to microaggressions | 1 | 6/10 |  |
| Talking w/ Patients & Final Session Potpourri | 1 | 6/24 |  |

**SENIORS:**

Taking action / moving beyond blame and shame