**Tokensim**

*Objectives:*

Following completion of this session, learners will be able to:

1. Contrast tokenism with inclusion
2. Analyze barriers to achieving inclusion at their university.
3. Propose individual and institutional actions that will help move our residency program toward greater diversity, equity and inclusion

*Preparatory Work:*

Prior to attending the session, learners have been asked to:

1. Not sure what tokenism is? Choose one of the following to get an intro to this concept prior to the session:
   * 1. Watch this 5 minute video from Global News (Canada):[*Tokenism*](https://www.youtube.com/watch?v=ncAKS86K2y4)
     2. Read this brief article*:* [*Tokenism: The Result of Diversity WIthout Inclusion*](https://diversityforward.medium.com/tokenism-the-result-of-diversity-without-inclusion-460061db1eb6) by Tonie (Snell) Guagardo (note: this article contains an ad at the end for Ms Guajardo’s company services)

*Facilitator Preparatory Work:*

Send out email with preparatory work

*In Session Facilitator Guide*

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| **Duration** | **Format** | **Activity** | **Other Needs** | **Optional Materials to Offer** |
| 13 min | Videos | Overview of the day: Tokenism  Share the following video with the whole group:  On Diversity: Access Ain’t Inclusion—Anthony Jack (12:42)  <https://www.youtube.com/watch?v=j7w2Gv7ueOc> |  |  |
| 30 min | Class-specific work | Split into groups  **INTERNS:**   1. INDIVIDUAL READING (14 min): We are going to do a little more learning with videos and individual reading, and then we will reflect on these together. First we will start off with some reading. (instructor—direct to CANVAS site and paste articles links into chat as well). You will have about 15 minutes to read these articles.    1. Article*:* [*Why diverse hires can't always escape tokenism*](https://www.bbc.com/worklife/article/20210902-why-diverse-hires-cant-always-escape-tokenism)by Zulekha Nathoo (note: the author at times uses the term “diverse” in lieu of more explicit and descriptive language referencing race, such as Black or BIPOC)    2. Perspective / blog post: [*I am a black woman and my mentor is a privileged white man*](https://medium.com/illumination-curated/i-am-a-black-woman-and-my-mentor-is-a-privileged-white-man-7ebd08086cd9) by Rebecca Stevens A    3. Article: [*Research shows us workplaces need this level of diversity to prevent tokenism*](https://www.fastcompany.com/90516384/research-shows-us-workplaces-need-this-level-of-diversity-to-prevent-tokenism)   The primary source study cited in the lay article above is here (optional): Watkins MB, Simmons A, Eliabeth U. It’s not black and white: Toward a contingency perspective on the consequences of being a token. *Academy of Management Perspectives.* 2019. 33(3): 334-365.   1. GROUP VIDEO (11min): Now we are going to watch one more video before we do some reflection. [*How to Get Serious about Diversity and Inclusion in the Workplace*](https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace?language=en)TED Talk by Janet Stovall 2. INDIVIDUAL REFLECTION (5 min). Write a reflection to the following prompt.    1. How have you observed or experienced tokenism in our residency program?    2. Tokenism is one way that institutionalized racism creates waste of human resources. How has this impacted your own professional growth and development as a physician (whether you have experienced tokenism personally, or as a member of an institution where tokenism exists)? 3. PAIR SHARE (5 min). Break out into groups of 2-3 to share individual reflections with a partner. | If online Pull interns into second zoom room. |  |
| 15 min | Large group discussion | 1. GROUP DISCUSSION (15 min)    1. Invite participants to share comments from their individual reflections    2. Based on the residents’ reflections, identify a challenge within our program vis a vis access without true inclusion (or choose one from the list below). Discuss potential actionable solutions to improve inclusion (not just access).       1. Acknowledging and addressing mental health concerns among residents       2. Identifying mentors       3. The concept of professionalism       4. Recruitment   If time, discuss:   1. How do we distinguish between performative and substantive changes? 2. What metrics would you consider tracking—here in our residency program, and/or in your future work, to ensure you are promoting inclusion and not tokenism? |  | Why do so many organizations and institutions look like this?:  University of Wisconsin- <https://www.wisc.edu/about/leadership/> |

*Optional Supplementary Reading:*

Learners who wish to read more scholarly work about the impact of being a token in the workplace can be directed to this review article:  
Baskerville Watkins M, Simmons A, Umphress E. It’s not black and white: Toward a contingency perspective on the consequences on being a token. *Academy of Management Perspectives*. 2019. 33(3):334-265.