



# New Faculty Foundation: Building for Success

Living the values of diversity, equity, inclusion and belonging

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December 9, 2024



# **New Faculty Foundations Orientation to Active Bystander Training at OHSU- SoM**

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# Stepping In: An Evidence Based Model for Responding to Discriminatory Behavior

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DEVELOPED BY: University of Virginia Health & School of Medicine, Oregon Health & Sciences University

# Purpose & What to Expect

- The purpose of this workshop is to frame productive interventions when responding to discriminatory behavior or actions.
- Introduction of the B.E.G.I.N Framework & Response Strategies (The 4 D's).
- Brief review of OHSU policies and reporting resources.
- Viewing of scenarios (videos) of actual experiences depicting disrespect in an academic setting.
- Group discussion and practice
- Attendance and Survey completion

# Stepping-In Study Background

- Stepping-In for Respect is a bystander intervention training intended to cultivate a culture of respect and inclusion. We will model a framework and 4 strategies for productive conversations when responding to discriminatory behavior/actions.
- A training program with UVA, a two-year engagement in IRB-approved research with surveys to assess the effectiveness of workshops (pre-post and 6-month surveys) and an annual survey
- Participants *can opt out* of the study. If you choose to participate, surveys to measure the effectiveness of this training will be sent via email ([Pre, Post, and 6-month survey](#)).
- Data is confidential and collected by third party outside of OHSU.

# Learning Outcomes

**By the end of our session, participants will...**

- Define the BEGIN Framework and 4 D's of intervention, and effectively utilize these strategies in responding to disrespectful, biased, harassing, or other discriminatory behavior.
- Recognize the duty to act in situations where one witnesses discriminatory behavior.
- Become familiar with resources for reporting discriminatory behaviors
- Feel empowered and prepared to address this behavior when it occurs.

# Content Note

**In support of a trauma-informed approach**, please note that this training references topics relating to bias, discrimination, harassment, and other forms of mistreatment. We encourage your mindful consideration throughout this conversation.

The [Confidential Advocacy Program](#) can be reached 24/7 by calling 833-495-2277. Additional resources are available through OHSU at <https://o2.ohsu.edu/racial-trauma-resources/list/external.cfm>

# Ground Rules



- Prioritize your emotional well-being throughout the session
- Participate actively and avoid distractions
- Be curious
- Honor differing viewpoints and approaches
- Consider the impact of your words
- Assume positive intent
- What we say here, stays here



# Terms & Definitions:

- **Bias**: A particular tendency, inclination, feeling, or opinion, that is preconceived or unreasoned judgment without awareness.
- **Discrimination**: The act of making unjustified distinctions between people based on the groups, or other categories.
- **Harassment**: Covers a wide range of behaviors of an offensive nature. Behaviors/actions that demean, humiliate, or embarrass.
- **Mistreatment**: is another word to reference humiliation, abuse, threats, or other forms of psychological mistreatment; physical harassment, physical endangerment, and/or physical harm.



# Bias, Discrimination, Harassment, and Mistreatment

Patient ↔ Providers

Patient ↔ Staff

Peer ↔ Peer

Learner ↔ Learner

Patient ↔ Learner

Learner ↔ Faculty

# Federal Protected Classes

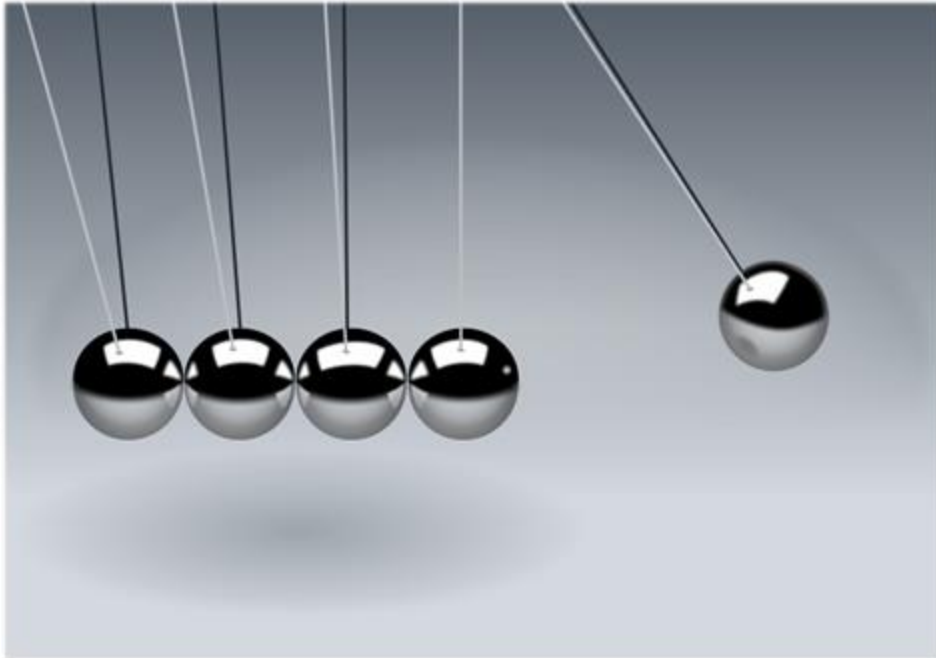
- Race
- Religion
- National Origin
- Age (Over 40)
- Sex
- Pregnancy
- Familial Status
- Disability
- Military or Veteran
- Genetic information
- Title IX (Sexual Harassment, Sexual Discrimination, and Gender Identity)



# Framework & Strategies (4D's):

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# THE B.E.G.I.N. FRAMEWORK



BREATH

EMPATHY

GOALS

INQUIRE

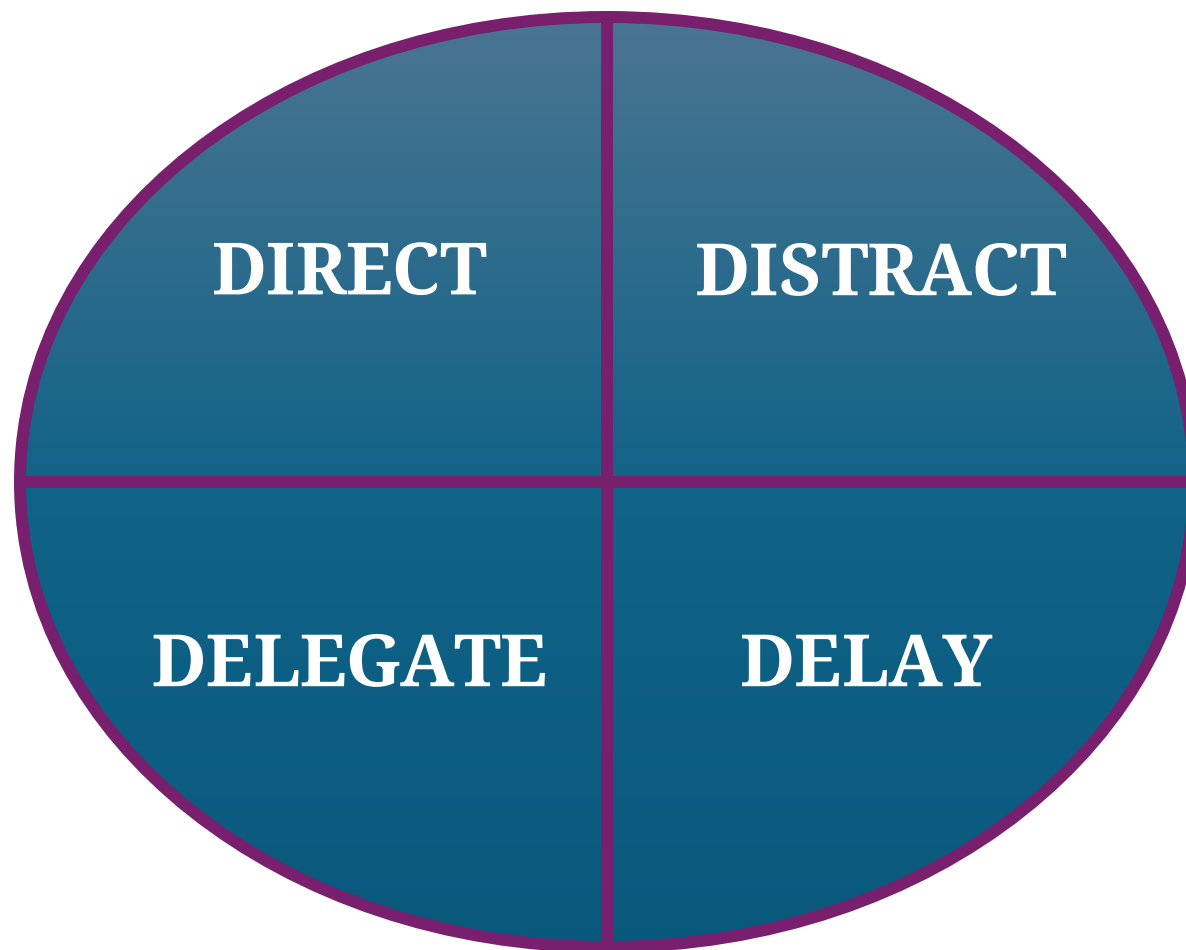
ENGAGE

# B.E.G.I.N Framework

- Take a **BREATH**.
  - Acknowledge your feelings; let go of your assumptions
- Begin with **EMPATHY** and suspend judgment.
  - Helps de-escalate hostile situations
- State the **GOALS**, the values clearly.
- **INQUIRE**: Explore the root of the problem.
  - Curiosity follows naturally from suspended judgment
- **ENGAGE** toward the common goal.
  - “Let’s focus on the main issue you’re concerned by.” Or, “What do we need from each other to move forward?”



# The 4 D's



# Addressing the “Offender”

Align your action and tone with the goal of de-escalating any possible tension, if any:

When addressing the person offending another, make it “**BIFF**”:

- **Brief** – Keep it simple, avoid conflict.
- **Informative** – Say the minimum necessary to inform on the impact of the behavior or to correct inaccurate statements. Avoid unnecessary corrections/information.
- **Friendly** – Be non-threatening (not necessarily “warm and fuzzy”). Avoid accusations and negative characterizations.
- **Firm** – Be clear and aim to bring closure to the interaction. No need to respond to further engagement unless it is positive and constructive.



Would you like to be a  
facilitator?

Please contact:

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Questions or Comments?

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