

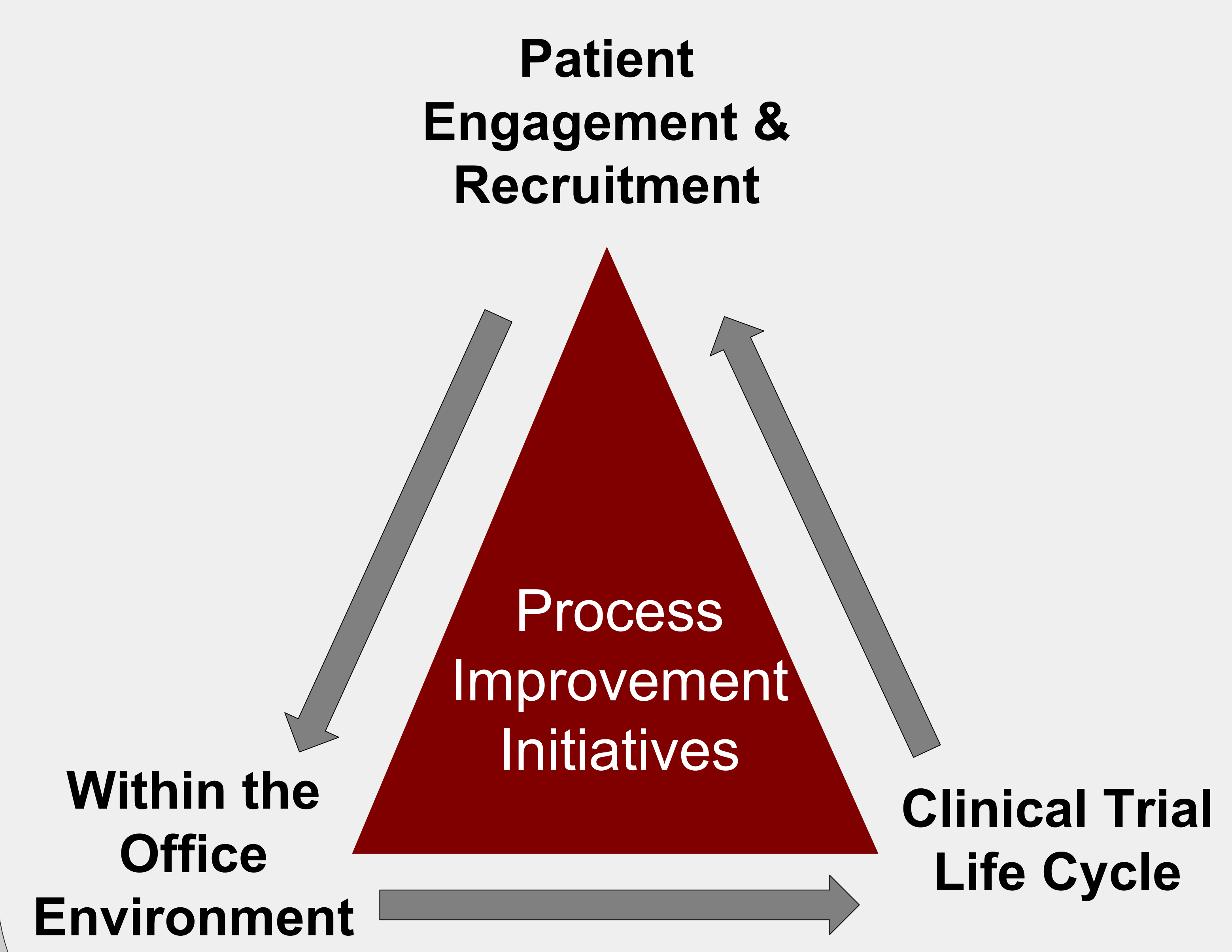
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Background

The events surrounding George Floyd's death permanently impacted the Minneapolis and St. Paul communities the Masonic Cancer Center serves. In an effort to combat institutional racism, implicit biases, and discrimination, a subcommittee (Equity, Diversity and Inclusion, EDI) was launched at the University of Minnesota Clinical Trials Office (CTO) to increase equity work within the clinical trials workspace.

Goals

To implement solutions promoting effective change through various modalities of education, shared resources, and outreach in the three domains below:



Initiatives

Organizational Structure
 Established June 2020 and run by three co-leaders
 Organizational Matrix- developed a Google Drive containing EDI resources, ongoing projects, group norms, and goals
 Meets weekly to collaborate on EDI-related projects
 > large group meetings held monthly
 > optional 60 minute working sessions held weekly

Current Initiatives

Hiring Practices
 -Exit interviews now contain two EDI-component questions

Newsletter
 -Segments released biweekly covering **cultural health disparities**, other local equity initiatives, and more

Trainings and Workshops
 -11 different workshops and round-table discussions
 -Employees given the opportunity to obtain certificate credits established by University Office of Equity & Diversity
 -Workshop Topics: **Implicit Bias & Microaggressions Training, Psychological Safety, Navigating Difficult Conversations in the Workplace, Nonviolent Communication Strategies**

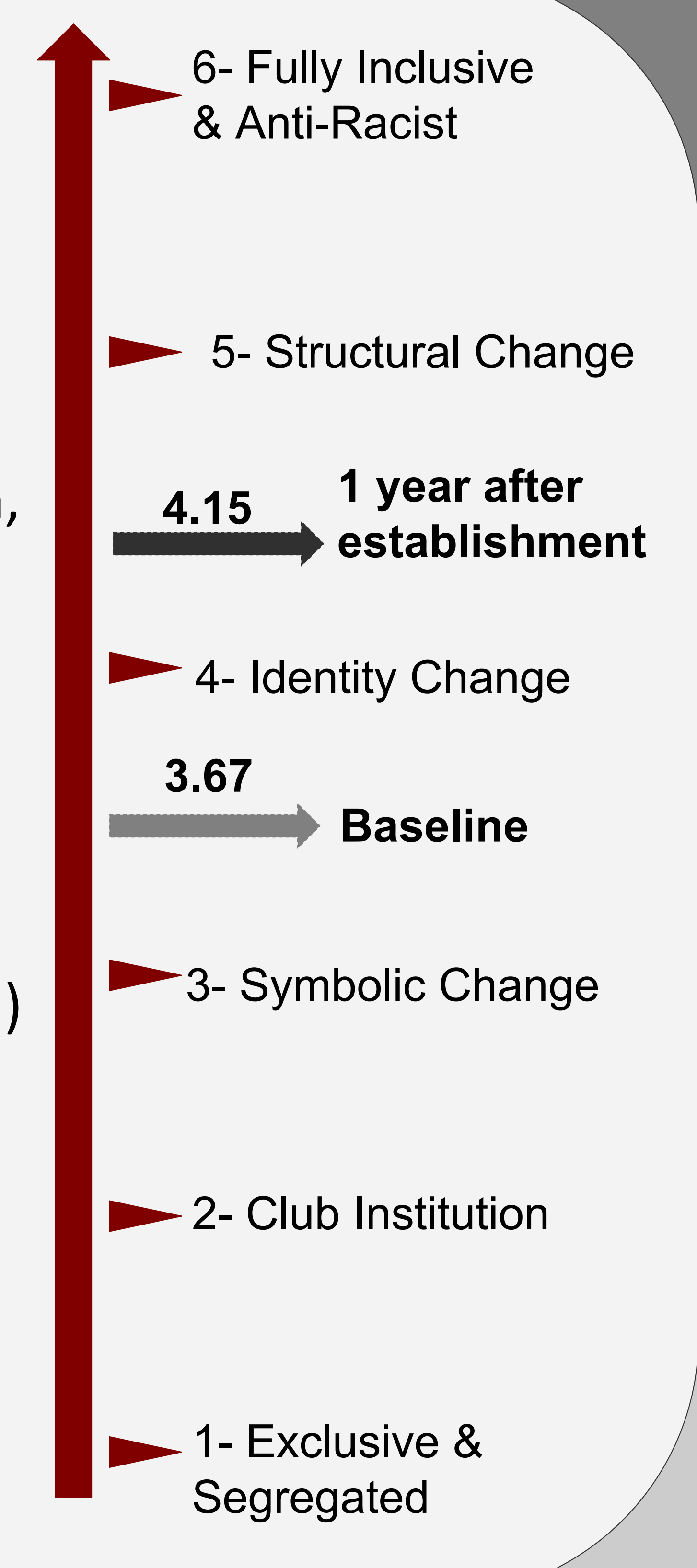
Changing Standard Operating Procedures (SOPs)
 -Including preferred pronouns in email signature (optional)

Posting Inclusive Signage in the Office
 - hanging posters around the office with messages promoting **self-expression** and **inclusive office behaviors**

Outcomes

The *Continuum on Becoming an Anti-Racist Multicultural Organization*, adapted by Melia LaCour, gauges an institution's level of organizational antiracism, on a scale from 1 to 6.

Employees utilized the continuum in survey format to assess where CTO fits on the scale. A 66% response rate (n=52) ranked the CTO an **average of 3.67 at baseline**, compared to **4.15 one year later, pushing the department past "Identity Change" on the scale...**



Lessons Learned

- It is difficult to expand the scope of the EDI group with limited resources
- Providing educational opportunities and working on equity projects while balancing clinical work remains a challenge for members
- Dividing leadership responsibilities among three co-leaders creates a more suitable work balance
- Establishing group norms provides a foundation for discussing difficult topics of interest
- **The possibilities to make YOUR institution more inclusive are endless, and requires a group effort to execute process change**