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Abstract

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Incorporating Equity, Diversity, and Inclusivity Principles into Simulation-Based Education: Practical Tips for Educators

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Abstract

Background: There has been increased recognition of the importance of integrating equity, diversity and inclusivity (EDI) principles into simulation-based continuing professional development (CPD). The Health Equity and Inclusion (HEI) Framework for Education and Training is an evidence-based practical tool that can be used to assist users to embed EDI in the design, development, and delivery of simulation-based education.

The framework provides a checklist of questions and practical examples on how to integrate EDI principles into simulation-based education at each stage of the ADDIE (Analyze, Design, Development, Implement and Evaluate) process. The framework is applicable to virtual, in-person, and blended simulation. It is intended for those who design, develop, and/or delivery of training and educational curricula.

Description of what will happen during the workshop: In this interactive workshop, participants will have the opportunity to hear from two academic institutions on how they have incorporated the principles of EDI into simulation-based education. Presenters will share practical tips and best practice recommendations from the framework that are specific to simulation-based learning. They will share examples from specific simulation-based learning activities to describe how to meaningfully engage members of diverse communities and prevent tokenism and stereotyping; how to recruit and train simulated participants that reflect the communities their organization serves; how to prepare faculty to facilitate training sessions incorporating EDI considerations; and how to evaluate these simulation sessions.

Through the workshop, participants will engage in small and large group activities. Activities will allow learners to synthesize and apply the didactic information being presented using short case studies, polling questions, whiteboard brainstorming, and general Q&A.

2-3 learning objectives phrased as “Participants will learn to...”

Participants to this workshop will:

1. Define equity, diversity and inclusivity (EDI) in the context of simulation-based education.
2. Describe factors that contribute to the creation of an equitable, accessible and inclusive simulated learning environment.
3. Discuss how to apply the HEI framework in simulation design, development and delivery.