



Overview of the OUWB RISE (Reframing Inclusion through Scholarship & Equity) Program

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Introduction

OUWB Diversity, Equity, and Inclusion (DEI) with support from the Center for Excellence in Medical Education (CEME) have designed an initiative to engage OUWB faculty, through focused inclusive pedagogy. Addressing inclusive teaching and critical issues that OUWB educators face every day, the RISE Program - Reframing Inclusion through Scholarship and Equity - is designed to encourage ownership of professional growth and learning, in a concise format. The **ultimate goal** is to improve health professions education and therefore success for all students through Critical Pedagogy and Universal Design for Learning. The RISE Program offers OUWB educators a new model to include self-reflection and introspection, courageous conversations, and inclusive pedagogy regarding medical education.

Aims and Objectives

- The objectives of the OUWB RISE program are to:
- (1) explore frameworks to prepare for inclusive teaching
 - (2) reflect on identity and diversity in education
 - (3) explore selected evidence-based pedagogical strategies to create & sustain inclusive learning environments
 - (4) engage with peers to transform teaching
 - (5) create or revise teaching to respond to & engage a diverse classroom
 - (6) improve teaching & student success, & promote inclusive excellence and diversity.

Approach/Process

The OUWB RISE program is a new 9-month faculty development program offered to OUWB clinical, pre-clinical, and library faculty by OUWB Diversity, Equity, and Inclusion (DEI) with support from the Center for Excellence in Medical Education (CEME). Scholars engage monthly with experts in the field, participate in focused discussions for two different DEI-related books, and develop and execute an equity project in pairs or small groups in collaboration with other RISE scholars.

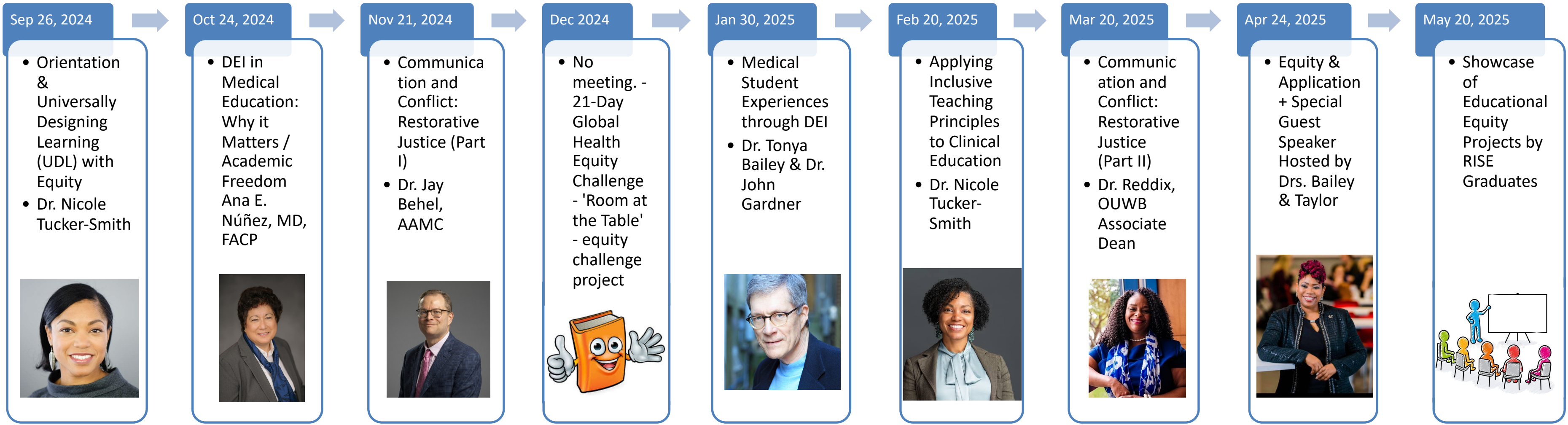


Figure 1: Schedule of RISE Program



Figure 2: Books discussed during RISE

Evaluation Plan

A major focus of the RISE program focused scholars on teaching and fostering a sense of belonging, promoting equitable opportunities for learning, acknowledging the strengths and challenges of each learner, encouraging collaboration, respect, and empathy, and allowing students to thrive academically and personally. Each RISE scholar shared their experiences with the program and presented their equity project at an OUWB Medical Education Month presentation session, May 20, 2025.

Applicants for the RISE program submitted an application in order to be considered for the program. A post-program survey will be administered and the results will be analyzed with the assistance of an OUWB statistician for the purposes of continuous quality improvement.

Expected Results

The post-program survey results will inform thoughtful modifications to improve future iterations of this program. Honestly input from RISE scholar graduates will be invaluable for future improvements in the program. Graduates will also play a key role in providing mentorship to future cohorts in order to increase the sustainability and impact on our community.

Discussion

This was the inaugural year for the RISE program at OUWB, and so post-program survey results will be invaluable for program improvement. A key limitation is the small sample size and that this program is at a single medical education institution. Next steps in development of next year's iteration of the program will include collecting input from all stakeholders and consulting with peer institutions with similar programs.

References

1. Room at the Table: A Leader's Guide to Advancing Health Equity and Justice by Renée Branch Canady
2. Achieving Antiracism in Medical Education: Transforming the Culture by Leona Hess & Ann-Gel Palermo & David Muller