Diversity, Equity, Inclusion and Racial Advocacy (DEIRA)
Framework for Faculty Development
*To mitigate bias in the assessment of learners in clinical evaluations

Recommendations	Actions to Promote Equity in Learner Evaluations	
1	Ensure everyone (all faculty and staff and residents/fellows, anyone with interactions with learners) participate in the Implicit Bias Education and Awareness Training to uncover, reflect and learn about their own biases and hopefully move toward mitigating them	
2	Administer regular formal training/faculty development workshops on how to assess learners using language that describes objective behaviors/skills-based language of learner, not subjective i.e.	
		a. characterizing performance based on effort, personality, student background or interpersonal traits
		b. how to avoid stereotypes and bias in assessment of learner performance
		c. ask the learner and/or other team members about learner contributions that you may not have had the opportunity to observe
		d. provide regular daily feedback
		e. describe student performance based on the expectations for the clerkship, avoiding comparing learners against each other could lead to inequity
		f. call your learners by name, ask how they would like to be addressed
		g. on the first day of clinical clerkship, ask learners about their background and learning goals and describe the achievement of those goals in the evaluations
3	Provide clear expectations at the beginning of the clerkship	
4	Mandatory mid clerkship evaluations **turned in** mid clerkship	
	Encourage 360 feedback	
5	Provide feedback to evaluators on the quality of their evaluations and data on their timeliness, frequency of the type of "grade," does everyone score average, receive top scores without any constructive feedback, and is this different across gender identity? race/ethnicity?	
6	Final evaluations should match final feedback to learner and build off of mid clerkship evaluations	

*Adapted from UCSF Karen Hauer, MD, PhD; karen.hauer@ucsf.edu, http://tiny.ucsf.edu/EquityAssessmentChecklist