**DEI Retreat Feedback**

**Overall Experience 4.3**

**Small Group Activity 4.4**

**Most affirming group interactions**

* Thank you for your efforts in putting this together. Are there plans to offer trainings on weight inclusivity in the future? Unfortunately, fatphobia and sizeism are present throughout our healthcare system, but I also notice that those terms are not discussed or acknowledged as openly as other types of bias.
* Small group discussion because it was open and respectful.
* Brainstorming with others about how to respond in harassment/bias situations
* Enjoyed working with group with diverse role.
* The degree of thoughtfulness about distinctions related to power and sexism.
* The small group break outs were excellent, appreciate diversity of group. Had multiple different backgrounds, roles, years of employment and stages of careers.
* Small group discussions were helpful. A summary of tactics/strategies for confronting these situations from the presenters would have been helpful.

**Least affirming group interactions**

* Not enough discussion of actual issues facing the department
* Only politically correct comments were acceptable; Does Diversity include accepting people who are not woke?
* I felt with my group one topic was not enough to break the ice with my group.
* Less focus on the DEI hours earned. Sounds like the only reason for doing this is because we have to instead of should.
* Lots of white dudes/Sr leaders speaking for their groups.
* Staff perspective not as equal as others
* Review of survey data and DEI initiatives was overly detailed. A more focused summary with an emphasis on interpretation of key points would have been preferred.
* More discussion of intersectionality - how it can be more difficult for a woman who is a minority to speak up, for example, because she should be a “model minority” who is grateful to be there and as a woman she needs to avoid the easy to acquire label of “difficult” “not a team player”

**Topics for Follow-up Retreat**

* I would like to focus on privilege specifically as well as addressing how intersectional identities may impact the uneven power dynamic
* More of the situations that are more subtle or nuanced, where one could perhaps potentially see the situations from both perspectives
* Creating a safe network within the department to address when things like this happen, you won't need just your supervisor, but a group of people with a safe space to process things as they come up
* More on racism, microagressions
* Integrate discussion of inequity in care in our community
* More scenarios and difficult discussion
* More data from survey of other academic institutions for comparative purposes
* Payment differentials and lack of promotion for diverse groups