

When one size does not fit all: creative enablers to achieve diversity equity and inclusion in health professional education PeArLS – ANZAHPE 2024

Anna Vnuk¹, Sowbhagya Micheal², Lichin Lim³, David Lim⁴, Neera Jain⁵, Pauline Wong⁶, Saleem Babri⁷, Tammie Choi⁶, Daniela Castro de Jong⁸, Gisselle Gallego⁹.

¹James Cook University, Cairns, Australia, ²Western Sydney University, Sydney, Australia³ University of Melbourne, Melbourne, Australia, ⁴University of Technology Sydney, Sydney, Australia, ⁵Centre for Medical and Health Sciences Education, Waipapa Taumata Rau – The University of Auckland, Auckland, New Zealand, ⁶Monash University, Melbourne, Australia, ⁷University of Queensland, Brisbane, Australia, ⁸University of New South Wales, Sydney, Australia, ⁹The University of Notre Dame, Sydney, Australia.

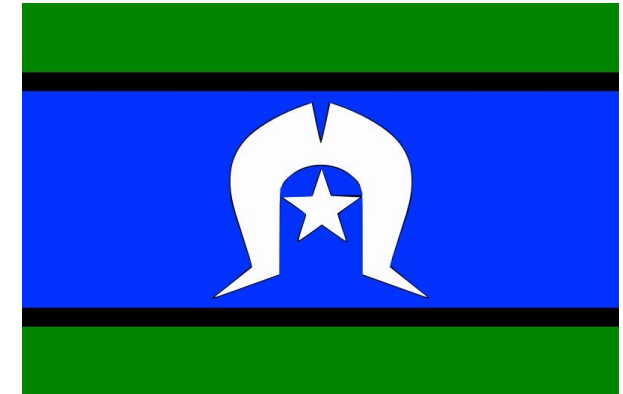
Acknowledgement of Country



We acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community.
We especially acknowledge the Kurna people of the Adelaide plains.

We pay our respect to their Elders past and present and emerging; and extend that respect to all Aboriginal and Torres Strait Islander peoples present here today.

We acknowledge Māori as tangata whenua of Aotearoa





THE UNIVERSITY OF
NOTRE DAME
A U S T R A L I A



THE UNIVERSITY
OF QUEENSLAND
AUSTRALIA



MONASH
University

WESTERN SYDNEY
UNIVERSITY





The Diversity, Equity and Inclusion (DEI) Subcommittee

- Provides input to promote accessible and equitable enactment of DEI principles within the organization
- To benefit HPE and Educators, and the broader community
- Particular focus on **welcoming all individuals**, regardless of culture, race, gender, sexuality, age, ability and Indigenous identities.
- Created 2 years ago



Why this session?

- Natural progression from ANZAHPE PD presentation on Diversity 101
- Creating space for further discussion
- Thinking critically about our educational practice to ensure safe learning environments and promote equitable practices
- Some HPE accreditation requirements now specify areas that need attention regarding DEI
- Many DEI innovations in HPE teaching practices; some are documented while others may not have been shared widely





Key discussion points

1. What creative enablers are currently being employed to promote DEI in your settings?
2. What barriers and facilitators have you navigated when employing creative enablers to promote DEI?

QR code for padlet





One theme per group





How can health professional educators collaborate to develop a repository/resource of creative enablers?

- a. Is collaboration needed?
- b. If so, what would this collaboration look like?
- c. Would a repository/resource of creative enablers be useful?
- d. How would you like to contribute?



Summary – Discussion - Closure

- What messages will you bring home?
- What messages should DEI subcommittee/ANZAHPE take home?





Follow up

- Contact details
- What would you like to contribute?
- What would you like from this group?

