

## RECRUITING DIVISION CHAMPIONS FOR THE BRIM-PEDS+ INITIATIVE!

### About the BRIM-Pediatrics+ Initiative

The UW BRIM-Peds+ Initiative aims to address racial bias by raising awareness and enhancing skills through evidence-informed strategies. It combines antiracist training with adult learning theories to encourage critical self-reflection and meaningful dialogue among participants and support integration and practice of antiracist approaches in the workplace.

### What is the goal of the BRIM-Peds+ Initiative?

The goal of this initiative is to implement a bias reduction and an antiracism training program for faculty in the University of Washington Department of Pediatrics with lasting impact. This program aligns with the Departmental mission to foster diversity and inclusivity in our workplace and address health disparities among children and adolescents. BRIM-Peds+ consists of three 2-hour long workshops to enhance faculty members' understanding and application of anti-racism principles. We are recruiting for the first cohort of Division Champions to serve as trainers and ambassadors of this program.

### What will be expected of a Division Champion?

- Willingness to lead conversations about racial and ethnic identity of self and others.
- Complete a Champions Boot Camp (a 7-hr structured curriculum over 2 months).
- Co-facilitate a 3-workshop series to faculty from at least one Division supported by a master facilitator.
- Encourage participation and engagement of faculty learners from the champion's own division.
- Discuss feedback and assessments from observed workshop sessions by master facilitators and peers.
- Observe and support peer champions for at least one workshop.
- Join at least one debrief session for a division they are not leading.
- Participate in bimonthly all-cohort Division champion meetings.
- Complete surveys and interviews to provide feedback about BRIM-Peds+ initiative.
- Willingness to engage with necessary virtual platforms to support facilitation (e.g. Zoom, Canvas).

### What is the time commitment? Total time: ~25hr – First cohort from April to December 2024

- Champion Boot Camp: 10 hours over 8 weeks (7hr in facilitated sessions; 3hr self-directed)
- Leading one 3-session Workshop Series: Biweekly two-hour workshop series and one-hour preparation and debrief meetings alternating over ~8 weeks for one division (~10 hours)
- All Champions Meeting Participation and Feedback: ~5hr through December 2024

### Why should you apply?

- Advanced training in facilitation for anti-racism conversations and actions
- Connect to a growing community of like-minded champions to foster anti-racism skills and initiatives
- Service and responsibility in a Departmental sponsored DEI activity that contributes to your annual faculty assessment and teaching portfolio
- Recognized role by Department Chair, Dr. Walker-Harding
- Full access to workshop materials and a Certificate of Completion as BRIM-Peds+ Champion
- Opportunities to contribute to anti-racism scholarly activities
- A financial honorarium will be provided to recognize your contributions.

### How do you apply?

Send the following and any questions to [brimpeds@seattlechildrens.org](mailto:brimpeds@seattlechildrens.org) by EOD **March 11, 2024**

1. Letter of interest stating why you would like to be a BRIM-Peds+ Champion and any relevant DEI and/or facilitation/training skills and experiences.
2. Recent CV in UW format including new DEI section.
3. Letter of support from your Division or Center Head including a statement about Divisional commitment for Division Champion time and activities.