



Innovating Education for Better Health

April 18, 2022

Virtual Talking Circle

**Education Innovations that Reflect Diversity, Equity,  
and Inclusion Principles**

# Talking Circle Background



## Talking Circles

Talking Circles or Circle Talks are a foundational approach to First Nations pedagogy-in-action since they provide a model for an educational activity that encourages dialogue, respect, the co-creation of learning content, and social discourse. The nuance of subtle energy created from using this respectful approach to talking with others provides a sense of communion and interconnectedness that is not often present in the common methods of communicating in the classroom. When everyone has their turn to speak, when all voices are heard in a respectful and attentive way, the learning atmosphere becomes a rich source of information, identity, and interaction.



Talking Circles originated with First Nations leaders - the process was used to ensure that all leaders in the tribal council were heard, and that those who were speaking were not interrupted. Usually the Chief would initiate the conversation, with other members responding and sharing their perceptions and opinions of the topic under discussion. The process provides an excellent model for interaction within the learning environment as well. It is also very adaptive to any circle of people who need to discuss topics and make decisions together.

-  **Community**  
Giving Voice
-  **Practices**  
Visioning
-  **Learning**  
Co-creating
-  **Sitemap**  
Navigating
-  **Circle**  
Communing
-  **Participate**  
Join Us!

# Innovation@MM – 2021: Seven Themes

1. Approaches in education are not learner-centered
2. Assessment and evaluation approaches remain traditional, and are challenged to evolve and iterate
3. Prominent fear of failure & risk-taking
4. Infrastructure does not fully support education innovation (e.g., classroom, instructional technology)
5. Teams unaware of what others are doing
- 6. Lack of diverse and inclusive perspectives in education innovation design and decisions**
7. Misaligned incentives for bold experimentation



# MICHIGAN MEDICINE

UNIVERSITY OF MICHIGAN



*RISE will work with the community to construct a cohesive direction for education innovation at our institution*

Graduate Education  
Biomedical Sciences



Undergraduate  
Medical Education



Graduate  
Medical Education



Continuing  
Medical Education



# Task Force Deliverables

- ***Deliverable #1 - Guiding principles and domains of focus*** for enabling and supporting education innovation at Michigan Medicine.
- ***Deliverable #2 - Operating procedures*** for the selection, implementation, allocation of resources, and accountability of outcomes for education innovation initiatives at Michigan Medicine.



**For Today's Discussion...**

**What can we do to  
improve equity in education  
through innovation?**



# Concept 1 – A definition of Education Innovation

The development of new educational products or processes that provoke positive change for learners, **broader society**, and/or the creation and delivery of educational experiences. This includes the adoption of a product or process in a new domain or context.

Moe R. Guest Post: A Definition of Academic Innovation. Blog. Inside Higher Ed.

<https://www.insidehighered.com/blogs/technology-and-learning/guest-post-definition-academic-innovation>. February 24, 2019.

Shelton J. Education Innovation: What It Is and Why We Need More of It. Blog. Education Week.

<https://www.edweek.org/education/opinion-education-innovation-what-it-is-and-why-we-need-more-of-it/2011/09>.

September 28, 2011.

# Concept 2 - *Domain of focus for education innovation investment @ MM*

Recommendation from Task Force

## ***Diversity, Equity and Inclusion***

Description - Education innovations in this area deliver educational interventions and programing that addresses inequities in healthcare.

This will include:

- (1) developing content that highlights the impact of inequities on healthcare systems, healthcare delivery, and research;
- (2) reinforcing equitable practices in future clinicians and researchers;
- (3) investing in data systems that promote equitable education and clinical/scientific practices;
- (4) eliminating bias in assessment (race, ethnicity, gender, other attributes).



# Concept 3 – *New operational procedures to enhance equity in education innovation @MM*

Recommendation from Task Force

**Recommendation** - Convene a Health Science Education Innovation Council to establish better coordination of innovation activities across Michigan Medicine. **Ensure Innovation Council membership reflects diverse, inclusive and broad representation** in terms of demographics, education domains and perspectives and stakeholder groups.

**Recommendation** - Scoring of funding applications across the different innovation programs should be completed by **diverse and inclusive teams** that have participated in diversity and bias training.



**For Today's Discussion...**

**Reactions to these concepts?**

**What else can we do to  
improve equity in education  
through innovation?**



# Next Virtual Talking Circles



Monday, May 16, 2022

*12:00-1:00 pm*

***Education Innovations in  
Interprofessional Education***

Monday, June 13, 2022

*12:00-1:00 pm*

***Presenters TBD***