DESIGN THINKING FOR EQUITY
APRIL 27-29, 2022

What is Design Thinking?
Design Thinking is a process that helps a group or team work through a problem or improve a situation to turn opportunities into innovations using a series of user focused steps. There are no preconceived problem solving or brainstorming ideas. Participants will learn how to focus on their users, resulting in “end user” solution.

What is Design Thinking for Equity?
Community of Practice has partnered with Design Thinking to provide a collaborative structure and new way of thinking about identifying and addressing barriers related to workplace diversity, equity, and inclusion at UNMC. No preconceived ideas exist on what needs to change or how. Instead, participants will be trained to reframe the issue and then identify steps toward change, including how best to measure change(s) and how changes will be implemented. Participants will challenge their own assumptions and be engulfed in the user experience, with trained Design Thinking coaches assigned to each team to keep the team on track.

Who should attend?
All UNMC employees (faculty and staff) interested in attending upon supervisor approval. Registration and signed Consent to Participate form are required. Deadline is April 7, 2022.

NO REGISTRATION FEE Sponsored by the Office of Equity

Logistics
The event will be held daily from 9:00 am - 4:00 pm. DO NOT plan on "stepping out" during the event. This is a "process" event. Location is currently Storz Lower Level; subject to change according to campus guidelines. You will be notified closer to the date of the event.

Attire
Jeans and tennis shoes are encouraged. Dress comfortable.

Design Thinking post event
Participants will join others across the campus who are UNMC Design Thinkers. They can participate in specific opportunities to resolve campus problems, be part of campus innovation, and train future Design Thinkers. UNMC Design Thinkers are encouraged to take what they have learned back to their unit and start to apply the process and become a champion for Design Thinking.

At the end of this activity, learners from clinical and learning environments will be better able to:
• Apply the process of design thinking and its application in creative problem solving.
• Describe the liberatory design mindset and modes for diversity, equity, and inclusion.
• Create a design thinking framework that focuses on the “end user” with innovative solutions.

CONTINUING EDUCATION CREDITS
In support of improving patient care, University of Nebraska Medical Center is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCMIE), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Physicians/Physician Assistants
The University of Nebraska Medical Center designates this live activity for a maximum of 15.5 AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

Pharmacists/Pharmacy Technicians
The University of Nebraska Medical Center designates this live activity for 15.5 ACPE contact hours. Pharmacists should claim only the credit commensurate with the extent of their participation in the activity. Credit will be provided to NABP CPE Monitor within 60 days after the activity completion.

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UAN # JA0000319-0000-22-001-L04-T

Nurses/Nurse Practitioners
The University of Nebraska Medical Center designates this activity for 15.5 ANCC contact hours. Nurses should only claim credit for the actual time spent in the activity.

Dentists/Allied Dental Professionals
The University of Nebraska Medical Center College of Dentistry Office of Continuing Education is an ADA CERP Recognized Provider. ADA CERP is a service of the American Dental Association designed to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry. Concerns or complaints about CE providers may be directed to the provider or to ADA CERP at www.ada.org/cerp. The College is a member of the American Dental Education Association and the Association for Continuing Dental Education. The University of Nebraska Medical Center College of Dentistry Office of Continuing Education designates this activity for 15.5 continuing education credits.

Physical Therapists
Pre-approval has been processed for 15.5 CEUs from the Nebraska Chapter of the APTA.
UNMC Design Thinking for Equity
Consent to Participate

Thank you for registering for the Design Thinking for Equity April 27-29, 2022. Given the sensitive nature of the topic of this event, we wanted to ensure all participants are aware of the expectations for attendees and agree to abide by these guidelines.

Participation is Voluntary:
Participation in the Design Thinking for Equity is voluntary. There is no expectation that participants share any personal experiences related to gender equity. Each team will be provided with deidentified information about equity concerns on our campus. If you choose to share a personal experience, please be aware of the “Limits on Disclosures” and “Limits on Confidentiality”.

Confidentiality:
Throughout the Design Thinking for Equity, you will have access to information about gender inequity on our campus. This information will come primarily from deidentified written empathy interviews but may also come from personal disclosures from other participants. If you choose to participate in the event, you agree to keep all information about personal experiences confidential and not share those personal details.

Limits on Confidentiality:
Under Title IX, the following roles are identified as an “Official with Authority”: President, Chancellors; Provost/Vice Presidents and Vice Chancellors; and UNCA and Campus Title IX Coordinators. These individuals have the authority to institute corrective measures for sexual misconduct on behalf of the University. In other words, these individuals have a duty to act if they are aware of potential gender discrimination. Please be aware that individuals in these roles may be present at the event.

Limits on Disclosures:
Sharing information about your experiences with gender equity during the design thinking event is explicitly not considered a report to the University, except as noted in the “Limits on Confidentiality” section, and there will be no individual follow-up related to the information you share during the event. If you have concerns you would like to report to the University, you may do so by contacting the UNMC Title IX Coordinator: https://www.unmc.edu/titleix/

Risks and/or Discomforts:
Participating in the Design Thinking for Equity will expose you to issues of gender inequity on our campus. Knowledge of these experiences may elicit uncomfortable feelings or may bring up memories about sensitive events in your life. If so, there are resources offered by UNMC to help you process those feelings.

Support Available to You:
The following programs at UNMC offer confidential support:

UNMC Ombudsperson: https://www.unmc.edu/academicaffairs/institutional/ombuds.html
The UNMC Ombudspersons are impartial, confidential consultants who help faculty, staff and students to solve work and school-related problems and conflicts.

Employee Assistance Program: https://www.unmc.edu/human-resources/_documents/EAP.pdf
UNMC provides free and confidential counseling support for all employees and their families to address a wide array of life’s problems.

Code of Conduct:

We invite you to come in a spirit of friendliness, open-mindedness, respect, and a desire to learn and grow. In order to create a safe space for difficult conversations, we ask that all participants follow these guidelines:
• Respect that everyone comes from different backgrounds and lived experiences. Be open to these experiences as an opportunity to learn and grow.
• Be willing to be uncomfortable when learning about equity issues.
• When others share personal experiences, listen to understand. Accept whatever details are shared and avoid asking for additional information.
• Resist the urge to blame others or devalue their opinions. Recognize our biases as we work to address them. We are here to develop a better understanding of gender equity issues on our campus.
• Your suggestions are welcomed. Please share according to your comfort level.
• Follow all campus safety guidelines and policies.
• Take a break when you need to.
• Look out for one another.
• Remember, lessons may leave, but what is shared stays confidential.

Consent:
You are voluntarily deciding to participate in the Design Thinking for Equity event. Signing this form indicates your consent to participate and certifies that you have decided to participate having read and understood the information presented.