The BRIM Initiative can help improve your departmental climate by addressing implicit bias among faculty members.

Did you know...

... the average cost of losing a faculty member in a department of medicine exceeds $400,000\(^1\)?

... improving departmental climate can increase faculty retention\(^2,3\), particularly for female faculty\(^4\) and faculty of color\(^5\)?

... male and female faculty in departments with good climate write more papers and bring in more grant dollars\(^6\)?

... women in more supportive climates experience lower levels of work-to-family conflict, even when working 70 hours/week\(^7\)?

The BRIM Initiative features a three-hour evidence-based workshop\(^8,9\) with three modules:

1. Implicit bias as a habit
2. Becoming bias literate: If you name it, you can tame it
3. Evidence-based strategies to break the bias habit
References


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