



Teaching for Equity Fellows Program

Effectively Engaging All Learners in Classrooms, Clinics, and Curricula

What is the Teaching for Equity Fellowship?

The Teaching for Equity Fellowship (TFEF) is a year-long series of intensive professional development workshops that equip educators with tools for engaging diverse groups of learners in classrooms, clinics, and other learning spaces. Workshops are specifically designed to prepare participants to address important teaching and mentoring topics that center around race and identity. TFEF fellows gain advanced skills and strategies to create more equitable, diverse, and inclusive learning cultures where all learners can thrive.

The Teaching for Equity Fellowship has been running at Duke University since 2015, including faculty cohorts from all the professional schools and specific cohorts for Health Professions Educators in the Schools of Medicine and Nursing. This signature fellowship opportunity directly supports key educational priorities outlined in our strategic plan for [Dismantling Racism, Advancing Equity, Diversity & Inclusion.](#)

Teaching for Equity Fellows:

- Learn concrete skills and strategies to teach and support learners from diverse backgrounds;
- Gain practical experiences alongside peer educators with individual feedback from experts on how to effectively navigate topics about race and identity across learning environments;
- Acquire facilitation techniques and resources to bolster learning and professional development;
- Enhance abilities to design curricula and facilitate impactful discussions;
- Develop a deep awareness about learner experiences in academic medicine;
- Create syllabi that promote successful knowledge and skill transfer for all learners;
- Gain a shared language and analytical framework about the complex dynamics of power, privilege, and oppression;
- Integrate equity practices in the classroom through curriculum and pedagogical practice;
- Become part of a cohort of 20-25 peers and 250 alumni fellows for networking and collaboration.

"I have observed greater enthusiasm from the residents in clinic. Residents mention in their faculty evaluations of me that they feel heard and respected and that is due to my improved teaching skills as a result of TFEF." ~ 2019-2020 Fellow

"I think we are creating a safer, open environment for learners to express when they have observed or experienced racial bias. They are bringing it up on surveys or directly to faculty and we have been able to own it and address it in real time." ~ 2022-2023 Fellow

2023-2024 Schedule

Mandatory Introductory Framework Sessions

September 21st & 22nd from 9 a.m. – 12:00 p.m. and 1:00 p.m. – 4:00 p.m.

All workshops are on Fridays from 9 a.m. - 1 p.m.

Friday, October 20 th , 2023	Friday, November 17 th , 2023
Friday, January 19 th , 2024	Friday, February 16 th , 2024
Friday, March 8 th , 2024	Friday, April 12 th , 2024

**Fellows must commit to attending all workshops dates. In emergency situations, arrangements may be made with workshop facilitators to attend a parallel workshop on a different date.*

Cost

- **The cost for the year-long fellowship is \$2,600.** To increase the accessibility of this valuable professional development and longitudinal learning opportunity to Duke's educators, *the Office of Medical Education and the Office of Equity, Diversity, and Inclusion* have agreed to subsidize the cost of this fellowship by **collectively contributing \$1,800 per selected educator.**
- **The remaining \$800 cost is the amount that will need to be covered by departmental or professional development funds.**

Deadlines:

1. If you are interested in participating in this unique fellowship opportunity, please [click to apply via this link](#) by **July 14th, 2023.**
We encourage you to share your intent to apply with your leadership, to ensure your ability to participate and to secure financial support.
2. Upon acceptance, your commitment to participate will need to be secured by a non-refundable tuition payment/transfer of funds by **August 1st, 2023.**

"[The facilitators] were so proficient at designing a workshop environment/space that was conducive to unpacking new ideas, uncomfortable ideas, and ideas that could deepen our understanding about the student experience." ~ 2019-2020 Fellow

For more information about the program, please contact EDI@duke.edu