

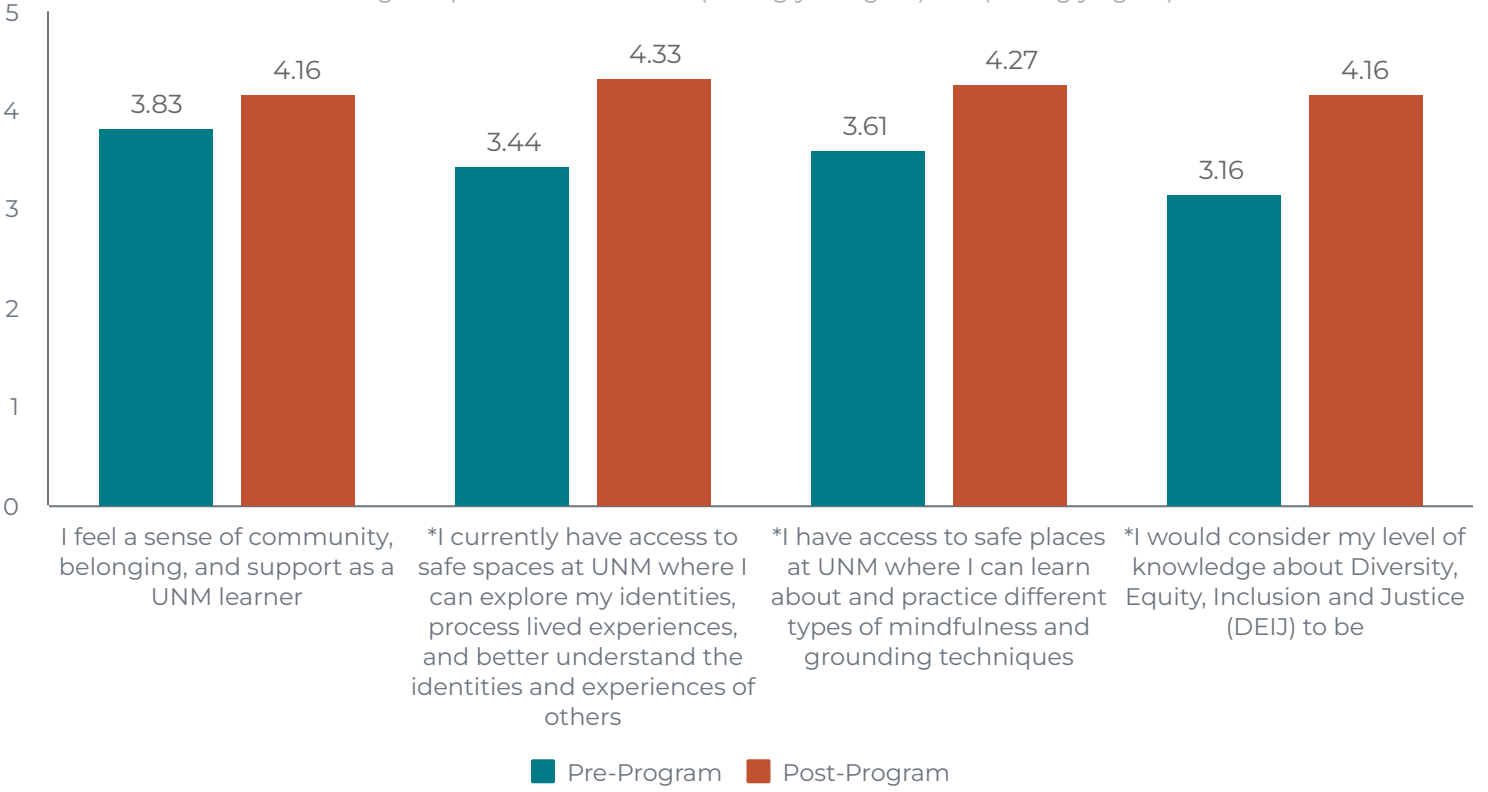
BUILDING INCLUSIVE LEADERSHIP: Program Evaluation Results

The 2022-2023 Building Inclusive Leadership (BIL) cohort has completed the program! Our cohort of 20 amazing students and trainees spent 6 months together learning about and discussing issues of inclusion and equity. Check out the results from our pre- and post-program evaluations, and [click here to apply](#) for the next cohort!

**Questions marked with an asterisk have a statistically significant change from before beginning BIL to after completing BIL*

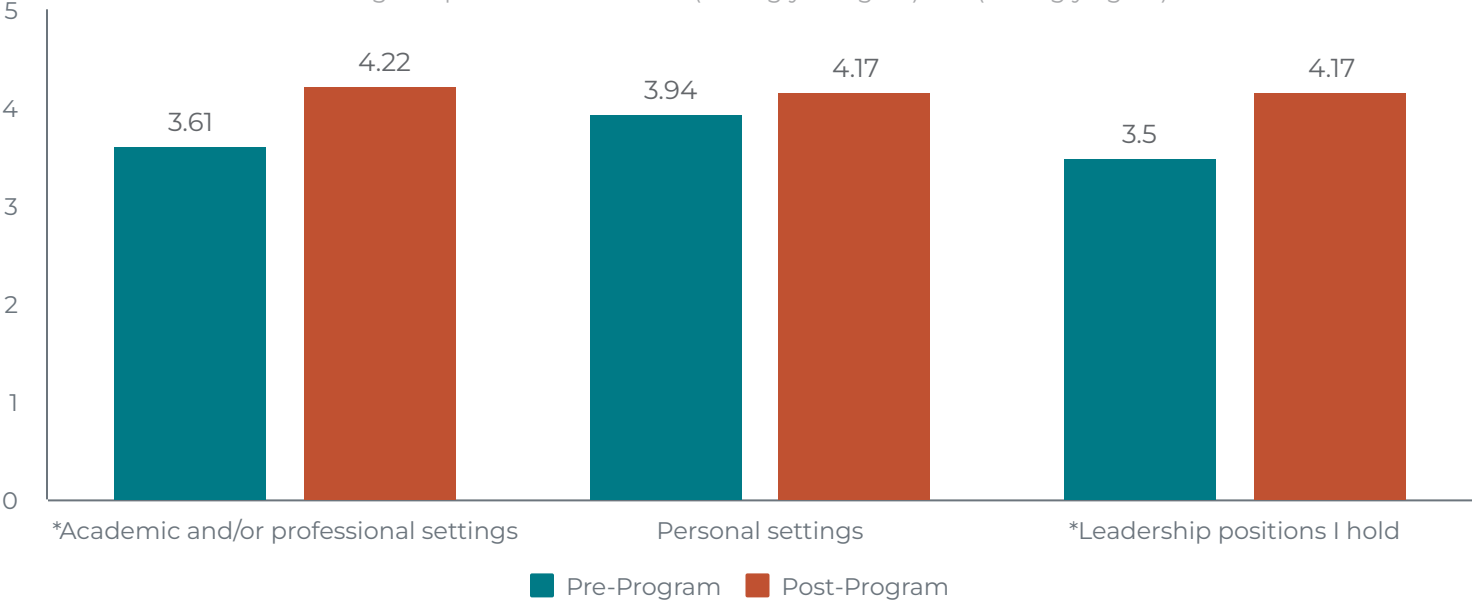
Building Inclusive Leadership Program Evaluation

Average response on a scale of 1 (Strongly disagree) to 5 (Strongly agree)



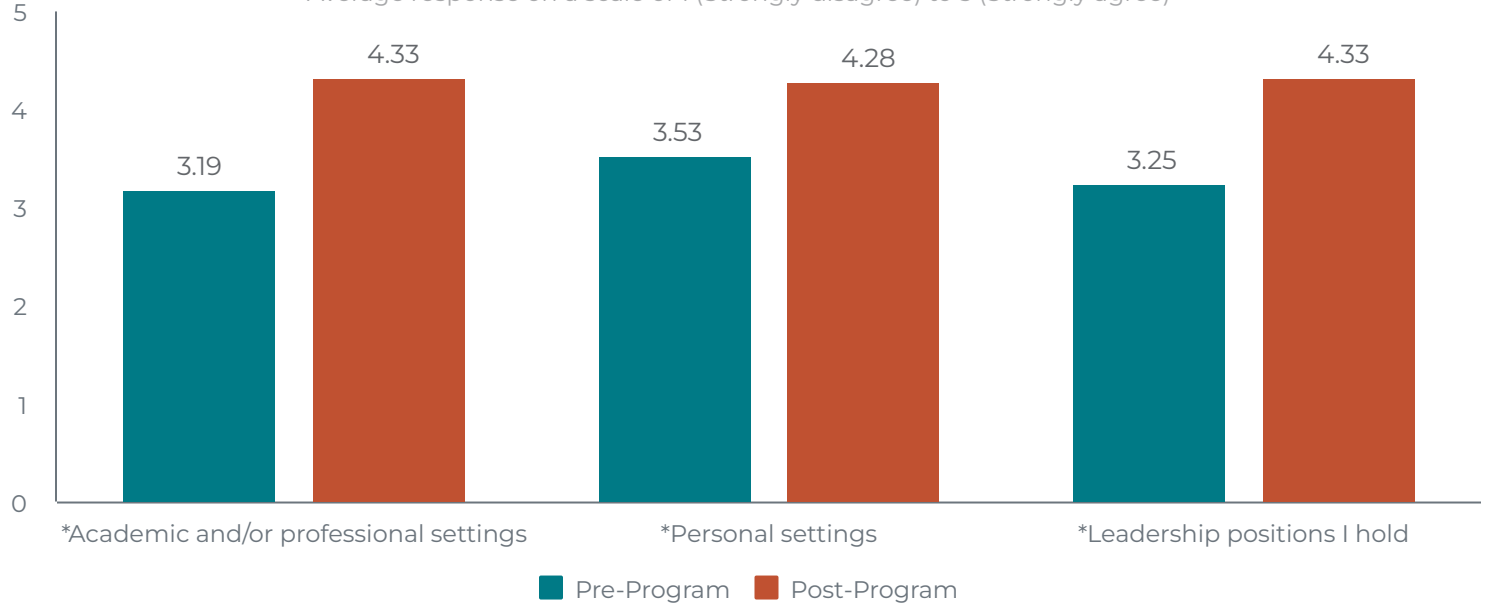
I have experience applying DEIJ knowledge in:

Average response on a scale of 1 (Strongly disagree) to 5 (Strongly agree)



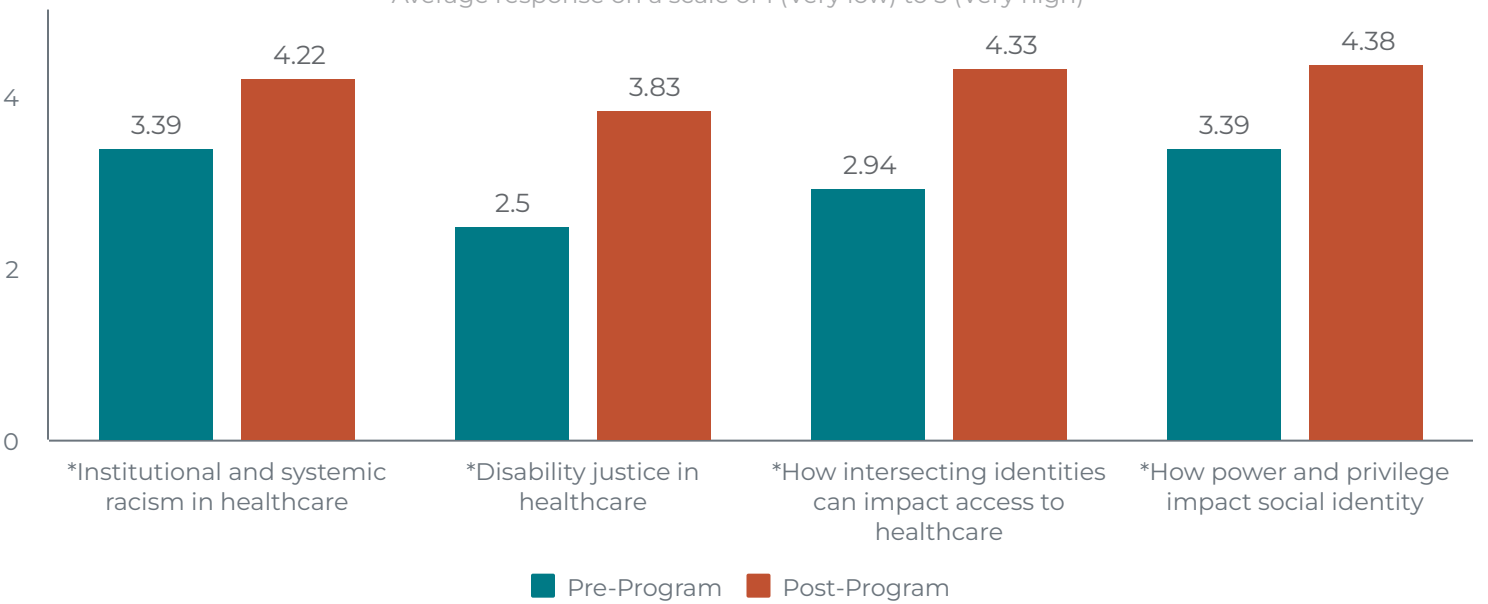
I am confident in my ability to apply my DEIJ knowledge in:

Average response on a scale of 1 (Strongly disagree) to 5 (Strongly agree)



I consider my understanding of the following to be:

Average response on a scale of 1 (Very low) to 5 (Very high)



100%
of participants' goals were met

100%
would recommend BIL to a friend

Selected quotes from BIL participants

- "This was such an awesome experience! So grateful to be a part of this cohort."
- "This was such a cool experience! In my classroom experience, we often talk about these topics on a surface level and in a large group setting. BIL provided a space to dive deeper into these topics, learning from peers and experts."
- "This program helped me gain insight and skills to be a better, inclusive leader. It afforded an opportunity to learn from my peers and reflect on past experiences. I appreciated how this program runs adjacent to our medical training and supported our advocacy for patients in a unique way. This is important learning and I wish all students would have the opportunity to take this program!"
- "I'm very thankful for this experience!"
- "I loved coming to the BIL sessions, I learned a lot and felt a deeper connection with my BIL cohort than I expected. I love running into my cohort around campus and knowing that they are someone that I can consider an ally and friend. It really makes the HSC community feel like a better place knowing that there are other individuals that are working hard to become leaders for DEIJ efforts. BIL really helped me to regain some sense of hope for the future of our institutions."
- "This program is a memory that I will always cherish. I had a wonderful time."
- "I learned a lot about myself and some biases that I may have not recognized in myself before. I have been working on how to call out my own ignorance and how to address it better. I really enjoyed learning from everyone in the group, there were many perspectives, cultures and beliefs that were unfamiliar to me before."
- "I think more people in the healthcare field should learn these things."
- "This program allowed me to grow as an individual and feel more comfortable advocating for diversity and inclusion. It has motivated me to spearhead many projects to become a leader in my campus and create change for the better. I am excited to use the tools I learned here and put them to use. I enjoyed the sense of community in the group and getting to know individuals on a personal level with vulnerability rather than through the usual expected role."
- "I so very much enjoyed my experiences in BIL. Not only was I able to meet such a wonderful group of members from the cohort and BIL coordinators that I felt so very comfortable and safe to discuss any topics in a nonjudgmental way, but I was able to dive deeper into getting to know myself better and reflect on many topics that I never really delve into otherwise."

**Applications are now open for SOM learners
to join the 2023-2024 cohort.
For more information and to apply, [click here.](#)**

Applications are due August 14