

# SIM-EDI

## a tool for sim team reflexivity

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**Why this tool?** Simulation is a time when values and beliefs weigh strongly on participants (1). As such, there is an urgent need to facilitate more equitable, diverse, and inclusive (EDI) simulation. The onus is on us to do so. Continuous self-education, reflection, and interrogation of practices is one practical step we must take towards this goal.

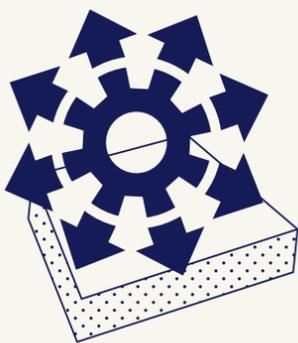
**How to use it?** As a conversation guide for your simulation delivery team (SDT) to reflect on sim design, delivery and debriefing (DDD) through the lens of EDI. Your SDT can use it with any other tools already in use to reflect on your delivered simulation sessions.

*"Thanks for your work in delivering this simulation session today. I am hoping that we can take a few minutes to talk about what went well and what could have gone better. As a part of that process we are going to reflect on equity, diversity, and inclusion (EDI) as it relates to our design, delivery, and debriefing (DDD) using some simple questions. We will use these reflections to adjust cases, identify risks, explore opportunities, and think about our own biases. We will use this information to adjust our simulation curriculum and grow as facilitators."*

### EDI in this simulation

What aspects of this sim design, delivery, and debriefing (DDD) were related to gender, race, sexuality, culture, power etc.?

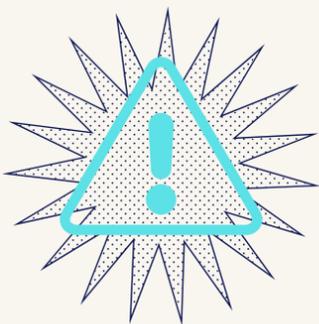
- how did they unfold?
- with what impact?



### Missed Opportunities?

Were there any missed opportunities in DDD to better incorporate, explore, or address EDI?

- what prevented us from doing so?
- what would you do differently?



### Harms?

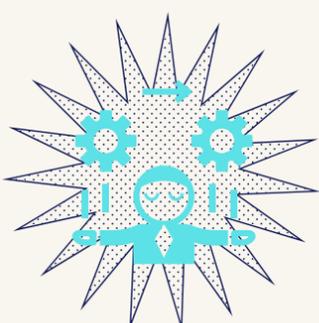
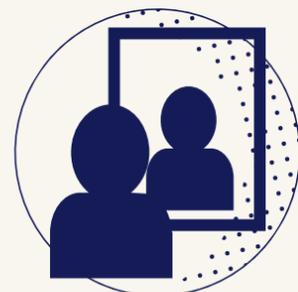
Were there any potential or real harms associated with this session as it relates to EDI? (stereotyping, not addressing observed bias/microaggressions)

- why do we think this happened?
- do we need to address them now?
- how will we prevent/respond in the future?

### Potential Biases?

What are our potential biases or sources of privilege/power as they relate to the sims today?

- should we mitigate them differently?
- are there any individuals or groups we should consult or involve?



### Action items

Based on this conversation, what action items do we have?

- who is going to complete these next steps?
- what resources or training do we need?

If you have any feedback on this tool or wish to share your experience please contact Eve Purdy at [epurdy@qmed.ca](mailto:epurdy@qmed.ca)