



Program Title: _____ Instructor: _____

INCLUSIVITY AND BELONGING IN PROGRAM EVALUATION

GENERAL MISSION: The LWA Academy will evaluate programming content to ensure we:

- ☐ Avoid bias, stereotypes, or hurtful cliches related to mental health care providers and clients.
- ☐ Include broad representation across promotional materials, websites, slides, and learning content.
- ☐ Use diverse and inclusive imagery to reflect the patient and provider population whenever possible.
- ☐ Use only evidence-based risk factors and social determinants of health (e.g., social, ethnic, or religious identification are not risk factors; in contrast to smoking, low income, and lack of health insurance which are risk factors).
- ☐ Have a mechanism for tracking and giving feedback to content authors to address non-inclusive content

PLANNING AND OVERSIGHT: The LWA Academy will incorporate inclusivity in its planning of CE programs by consideration of:

- ☐ Is there adequate representation among planners and speakers relevant to the patient population?
- ☐ Do instructors demonstrate a commitment to inclusion and belonging (e.g., as evidenced by the content of their programming, their mission statement, previous positive evaluation for inclusivity awareness?
- ☐ Do instructors demonstrate an openness to direct dialog ~ before and after program implementation ~ to give and receive feedback about inclusion and belonging?

PROGRAM CONTENT: The LWA Academy will review each proposed activity for content that supports inclusivity and diversity.

- ☐ Did the planning team review content and validate?
- ☐ Was the content reviewed by experts from a diverse pool or is representation from relevant backgrounds?
- ☐ Is the content culturally sensitive, diverse, accurate, balanced, and evidenced-based?
- ☐ Is gender balanced throughout the educational activity, including planners and speakers from underrepresented groups and gender identities and disciplines?
- ☐ Is the content free of images or words that reinforce stereotypes or misconceptions toward any population, ethnic group, or lifestyle?
- ☐ Does the activity promote understanding of diverse perspectives?
- ☐ Is gender balanced throughout the educational activity, including planners and speakers from underrepresented groups and gender identities and disciplines?

Initial review date: _____ Reviewed By: _____

Does the program fulfill LWA goals regarding inclusivity and belonging? (Circle) Yes No

If no, provide brief plan for rectification, including date of follow-up:

Signed: _____ Date: _____ Signed: _____ Date: _____

Follow-up review date: _____ Reviewed By: _____

Does the program fulfill LWA goals regarding inclusivity and belonging? (Check) ☐ Yes ☐ No

Signed: _____ Date: _____ Signed: _____ Date: _____