



AGCPD Annual Retreat 2021
“Making Changes to Make a Difference”
July 19th-21st
Final Agenda

Purpose Statement: The purpose of this annual retreat is to provide Genetic Counseling Program leadership with up-to-date information on topics relevant to the training of Genetic Counselors through the lens of Diversity, Equity, Inclusion and Justice (DEIJ).

Overall Retreat Learning Objectives:

- 1) Evaluate where your program is on the continuum to becoming anti-racist
- 2) Explain strategies to use in becoming an anti-racist program including recruitment, application procedures, curriculum design, evaluation and retention
- 3) Compare and contrast the advantages and disadvantages of a common application for genetic counseling training programs
- 4) Describe steps being taken by ABGC and ACGC to foster inclusion and belonging in our profession

Day 1 – July 19th 11:00-3:00 EDT

<https://upenn.zoom.us/j/96230125148?pwd=QmFCZ0c5ZkLMFI5bHhXMjFDem5UQT09>

Meeting ID: 962 3012 5148

Passcode: 710606

11:00 – 11:05 **Welcome and Ground Rules**

11:05-11:40 **Becoming an anti-racist organization**

Gayun Chan-Smutko, MS, CGC, Associate Program Director of the Master of Science in Genetic Counseling program, MGH Institute of Health Professions

Objectives:

- 1) Identify where their program stands within the continuum of becoming an anti-racist organization
- 2) Name areas in which strategic change needs to happen
- 3) Develop language and comprehension around the concept of white culture, power and privilege

11:45-1:15 **Anti-Oppressive Practice in Healthcare Professions Education Workshop**

Indigo Young, MS, CCC-SLP, Department of Communication Sciences and Disorders, Anti-Oppressive Intervention Program, MGH Institute of Health Professions

Objectives:

1. Identify key components of anti-oppressive practice in healthcare professions education
2. Describe teaching strategies for addressing student resistance to anti-oppressive curriculum
3. Explain how anti-oppressive strategies can be implemented into clinical education

1:15-1:45 **Lunch Break**

- 1:45-2:30 ***Mitigating Bias in the Assessment of Learners***
 Kimberly N. Vinson, MD, Associate Dean for Diversity Affairs and Associate Professor,
 Vanderbilt University School of Medicine
- Objectives:*
1. Define bias and understand its prevalence and consequences in educational assessment
 2. Evaluate one's own conscious and unconscious biases when designing assessments
 3. Identify strategies for mitigating biases in the assessment of learners
- 2:30-3:00 ***AGCPD Executive Committee Update***
- 3:00-3:30 Affinity Groups*

[AGCPD 2021 Annual Retreat Evaluation - Day 1](#)

Day 2 – July 20th 1:00-4:00 EDT

<https://upenn.zoom.us/j/97302803423?pwd=dU5hcDlPVGNFY3NNNE1Jc2pqdkhhdz09>

Meeting ID: 973 0280 3423

Passcode: 303837

- 1:00-1:40 ***Increasing Recruitment of BIPOC Students into Genetic Counseling Training Programs***
 Sylvia Mann, MS, CGC, Hawaii Genetics, Project Director for the Western States
 Regional Genetics Network Program
- Objectives:*
1. Describe the efforts of the Minority Genetic Professionals Network to recruit and support BIPOC students to enter genetic counseling training programs
 2. Identify various methods to increase recruitment of BIPOC students
 3. Explain additional methods to increase BIPOC students in genetic counseling training programs
- 1:40-2:20 ***Application of Holistic Review to Admissions Processes and Practices***
 Sherree A. Wilson, PhD, Associate Vice Chancellor and Associate Dean for
 Diversity, Equity and Inclusion, Washington University School of Medicine.
- Objectives:*
1. Describe overview and application of holistic review framework
 2. Identify strategies for effective implementation of holistic review processes and practices
- 2:20-2:30 **Break**
- 2:30-3:10 ***Coaching to Completion***
 La Toya Rolle, EdD, Assistant Director, Office of Multicultural Affairs, Learner
 Diversity Programs and Health Professions, Emory University
- Objectives:*

1. Explain the importance of holistic support systems for the retention and success of URiM students
2. Describe the use of climate assessments to develop retention effort

3:15-4:00 **Sharing ideas (New PDs & experienced PDs) – breakout rooms**

4:00-4:30 Affinity Groups*

[AGCPD 2021 Annual Retreat Evaluation - Day 2](#)

Day 3 – July 21st 1:30-5:00 EDT

<https://upenn.zoom.us/j/91583048480?pwd=TjVFVW9YTyt1UWt0dHJnZTYrYjcxUT09>

Meeting ID: 915 8304 8480

Passcode: 950022

1:30-3:00 **Genetic Counseling Graduate Programs: Is a Standardized Application Possible?**

Erin Beasley, BA, 2nd-year Genetic Counseling Student, Emory University & Sayoni Lahiri, MS,CGC, Genetic Counseling Supervisor at UT Southwestern, Simmons Comprehensive Cancer Center, Jonah Peranson - NMS

2:20-3:00 *Standardized application, small group discussion – breakout rooms.*

Objectives:

1. Describe current genetic counseling graduate program leadership perspectives on standardized application implementation, including barriers to and facilitators of implementation
2. Identify pros and cons of standardized application implementation for both programs and applicants
3. Consider if and how a standardized application could be utilized to further DEI objectives in genetic counseling graduate program application processes
4. Discuss and evaluate the potential impact of a standardized application from multiple perspectives

3:00-3:30 **Standardized application, large group sharing/discussion/polling**

3:30-3:45 **Break**

4:00-4:30 **ABGC Update**

4:30-5:00 **ACGC Update**

5:00-6:00 Zoom Social and Affinity Groups* (Breakout Rooms)
Link for [Affinity Groups](#): (Day 3 only)

*Optional Affinity Group Sessions: As a starting point, we will be creating three Affinity Break-out Rooms: Racial/Ethnic minorities, LGBTQ+, and White Ally Space. However, we would like to add as many as people have interest in creating. If you would like to see an additional Affinity group, please email Megan Cho

at megan.cho@nih.gov so that we can add it to the list of options. Participants will be able self-select which group(s) they would like to join at the appropriate times.

[AGCPD Annual Retreat Day 3 & Overall Evaluation](#)

The National Society of Genetic Counselors (NSGC) has authorized the Association of Genetic Counseling Program Directors to offer up to 0.63 CEUs or 6.30 Category 1 contact hours for the activity AGCPD Annual Retreat 2021. The American Board of Genetic Counseling (ABGC) will accept CEUs earned at this program for the purposes of genetic counselor certification and recertification.