

Deliberate Practice Simulation Training to Help Preceptors Build Racially Inclusive Experiential Environments

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KEY POINTS

- A three-station OSTE with deliberate reflections was designed to engage preceptors in authentic, difficult conversations about race.
- Participants rated the experience as valuable with improved self-efficacy for managing difficult scenarios without unnecessary stress.
- Recruiting providers and actors to engage in advanced diversity, equity, and inclusion related trainings can be challenging.

INTRODUCTION

- Preceptors are critical for creating inclusive learning environments that promote diversity, equity, & inclusion initiatives.^{1,2}
- Simulated experiences may be a strategy for preceptor development on managing difficult situations, especially around race.^{3,4}
- **Purpose:** to design a deliberate practice objective structured teaching experience (OSTE) and evaluate the impact and feasibility of implementing the training experience for preceptors.

METHODS

OSTE Scenario Design

- The team created **three OSTE scenarios** with simulation experts to enhance authenticity while minimizing risk for (re)traumatization.
- Each scenario **increased in difficulty** and focused on a difficult **conversation related to race** as presented by a White actor

Participant Recruitment & Data Collection

- We recruited **preceptors from the UNC Asheville campus** to participate in a 2-hour, immersive training on “difficult conversations”.
- Participants **completed surveys** before, during, & after the experience—questionnaires evaluated their perceptions & abilities.
- **Small group debriefs** were recorded and transcribed for thematic analysis to identify opportunities for improvement in future work.

Financial Support

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RESULTS

Participant Demographics

Preceptors (n = 7)

 **100% Female**
71% White, 29% Asian
Median age: 28 (26-39)


 **Median experience:**
3 years (1-15 years)
100% Amb Care setting

Actors (n = 3)

 **66% Female**
100% White
Median age: 49 (34-74)

 **Median experience:**
20 years (10-34 years)

Participant Insights

 **100% agreed** the experience was **valuable**, a **good use of time**, **met their expectations**, & they **learned new skills & felt safe**

 Preceptors requested more **directed & specific feedback** about their performance with **additional strategies & resources**

 Actors requested **more elaborate back stories**, especially if the character was very different from their baseline perspectives

TABLE 1 Summary of self-reported OSTE training impact

| | Before Training Median (range) | After Training Median (range) | Difference (*p < 0.05) |
|--|-----------------------------------|----------------------------------|---------------------------|
| Self-Efficacy (level of confidence performing the following tasks on a scale of 0 to 100) | | | |
| Support a person who reports uncomfortable behaviors | 70 (32-90) | 85 (64-95) | 15* |
| Address inappropriate behaviors displayed by a learner | 75 (50-90) | 85 (70-95) | 10* |
| Address inappropriate behaviors displayed by a colleague | 60 (2-70) | 80 (50-85) | 20* |
| Address inappropriate behaviors displayed by a patient | 70 (40-85) | 80 (60-95) | 10* |
| Create an inclusive learning environment | 75 (50-100) | 85 (57-100) | 10* |
| Perceived Stress Scale (comparison of pre/post emotion; low score = “desired” emotion) | | | |
| Happy – Sad | 2 (1-4) | 2 (1-4) | 0 |
| Calm – Nervous | 3 (2-4) | 2 (1-3) | -1 |
| Relaxed – Anxious | 3 (1-4) | 3 (2-4) | 0 |
| Energetic – Tired | 4 (3-5) | 3 (2-4) | -1 |
| Alert – Sleepy | 4 (2-4) | 2 (1-3) | -2* |
| In Control – Overwhelmed | 2 (2-4) | 2 (1-4) | 0 |
| Optimistic – Pessimistic | 2 (1-3) | 2 (1-3) | 0 |
| Hopeful – Worried | 2 (1-5) | 2 (1-4) | 0 |
| Patient – Impatient | 2 (1-4) | 2 (2-3) | 0* |
| Confident – Insecure | 2 (2-4) | 2 (1-2) | 0* |

CONCLUSION

- Deliberate practice simulation experiences can be a useful tool to provide novel training opportunities for preceptors to practice difficult conversations about race & ethnicity.
- Large scale implementation to include different scenarios & experiences with learners is a necessary next step.

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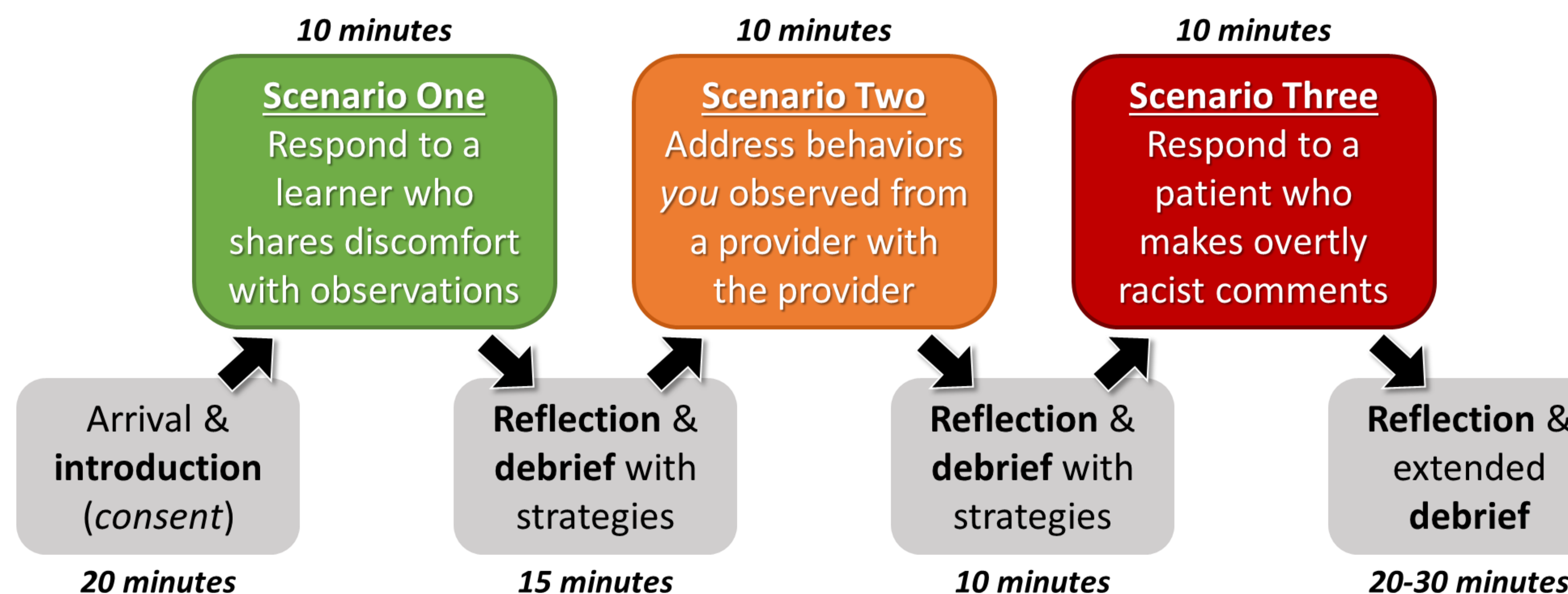


FIGURE 1 OSTE Scenario Structure & Workflow (2 hours total)