A day-long, interactive faculty development workshop was developed to train nursing faculty to identify and implement proactive and reactive strategies to address uncivil and harassing behaviors. 40 participants consisting of faculty, clinical instructors, and graduate students attended the workshop.

### Workshop Goals
- Identify gender-associated instances of incivility in nursing education.
- Explore strategies to address gender-associated incivility in nursing education.
- Implement targeted approaches to address gender-associated incivility in nursing education.

### Workshop Structure (4 hours Total)
- **Opening Education Session (1 hour):**
  - Background information regarding opposing concepts of civility and incivility, and the importance of addressing incivility in the educational setting.
- **Gender-Associated Incivility Trigger Films and Small Group Discussion (45 minutes). Followed by Large Group Report Out (1 hour):**
  - Trigger Film 1: Classroom
  - Trigger Film 2: Online Setting
  - Trigger Film 3: Clinical Setting
  - Audience Participation Theater Group Performance, Debrief, and Salient Points Summary (1.5 hours):
- **Conclusion**
  - Highly-interactive workshops are one effective method of engaging faculty around the topic of gender-associated incivility.
  - Similar approaches may be useful for educational programs that wish to empower others to identify and address other forms of discrimination, harassment, and inequitable behaviors experienced by underrepresented or marginalized students.

### Outcomes
- Increased understanding of gender-based incivility
- Improved ability to implement gender-based incivility
- More aware of the consequences of incivility in the learning environment
- Increased ability to decrease in their teaching practice

### References