
Creating an Enabling Environment

Simulation Workshop/Immersive Learning – Facilitator Instructions

Simulation Workshop Overview

The simulation workshop has been designed to be approximately 4 hours in length. The agenda can be modified based on the needs of the group, but we recommend prioritizing the scenarios and debrief and group discussion when adjusting the overall time allocations.

Overview of Simulation Workshop Program

- (30 min) Sign in, Refreshments, Introduction/Orientation
- (2 hrs) Scenarios (30 minutes each)
 - Read scenario stem (1 min)
 - Warning knock (at 8 mins)
 - Knock for SP feedback (at 10 mins)
 - Knock for switch of participants (at 15 mins)
 - Warning knock (at 22 mins)
 - Knock for SP feedback (at 25 mins)
 - End scenario (at 29 mins)
 - Move to next scenario (1 min)
- (1 hr) Debrief and Group Discussion

Introduction/Orientation (30 minutes)

- Use the [Disability Education Simulation Workshop Facilitator Tool](#)
- Participants will meet in the large presentation room. (SPs will remain in a separate room until it is time to start the scenarios).
- Thank participants for coming. Participants who have not role-played before may be anxious about the process. Check-in with the group and help to normalize their experience. Emphasize that the workshop is not evaluative and that participants should have fun and enjoy the process.
- It helps to keep the introduction/orientation brief. Because participants may be feeling anxious, they may not take in a lot of the explanation about the scenario rotations. The facilitator will likely need to go over the scenario rotations again once participants are at the scenario room doors.
- Point out the location of washrooms.
- Ask participants to bring their valuables with them when leaving the main room.
- Let the participants know they will have a 15 minute break between the scenarios and the debrief and group discussion.

Scenarios (120 minutes)

- Participants will move to the scenario rooms and rotate through the four scenario stations where they will interact and practice communicating with the SP, and receive feedback from the SP. The feedback is about how the SP felt about the experience “in the moment” regarding the participants’ engagement and communication process. The time allocation for the scenario rotations is broken down into the following steps:

- Each station lasts 30 minutes in total. This time estimate is based on a group of 16 participants. Additional time may need to be built in to the schedule for travel between stations if the rooms are not close to each other.
- All participants in the group will have 1 minute to read the scenario stem on the door, which provides a very brief introduction to the scenario, and are then asked by the facilitator to enter the room. One participant will begin interacting with the SP immediately, while the other 1-3 members of the group observe.
- The facilitator will knock on the door at the 8 minute mark of the interview ('warning knock'). At the 10 minute mark, the facilitator will knock again, open the door and say "feedback". Participants will have 5 minutes to discuss the interaction and receive feedback from the SPs.
- The facilitator will knock on the door at the 15 minute mark, open the door and say "switch roles". A different participant will then begin interacting with the SP, while the other 1-3 members of the group observe.
- The facilitator will knock on the door at the 22 minute mark of the interview ('warning knock'). At the 25 minute mark, the facilitator will knock again, open the door and say "feedback". Participants will have 4 minutes to discuss the interaction and receive feedback from the SPs.
- At the 29 minute mark, the facilitator will open the door and give participants 1 minute to wrap up. At 30 minutes, the facilitator will open the door and encourage participants to move on.
- *Note: Since the four scenarios will be running simultaneously, it may be helpful to have additional time keepers on hand to make sure the scenarios are progressing on time. Each facilitator and time keeper will need a stopwatch.*

Break (15 minutes)

Debrief and Group Discussion (60 minutes)

- Participants and SPs will return to the large presentation room.
- Ask participants to discuss their experiences with each of the scenarios. Here are some sample discussion questions:
 - What went well during the interactions?
 - What were some of the challenges?
 - What did participants learn from watching their colleagues interact with the SPs?
 - What communication strategies were effective in engaging the SP?
 - What feedback did participants receive from the SP that might be helpful in their practice?
- If using SPs, ask the SPs from each scenario to participate in the discussion and provide feedback about his/her experience.
- After discussing the questions above, reveal to participants that the immersive learning scenarios were based on real-life encounters that women with disabilities described in focus groups. The four characters from the scenarios are based on real women. Provide participants with background details about each character.
- Ask participants to further discuss what they have learned today. Here are some sample discussion questions.
 - Have you had similar experiences in your practice?
 - If so, how did you respond to the patient?
 - Might you respond differently, or do anything differently now?
- Encourage participants to focus on positive ways to implement best practices in the future based on the new learning.