

# Diversity, Equity, and Inclusion

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## Afternoon Webinar



## Diversity, Equity, & Inclusion

There are many differences and similarities among our employees and patients that affect how we live and work together.

# Diversity, Equity, & Inclusion

Includes but is not exclusive to:

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- Race
- Color
- Disability
- Ethnicity
- Primary language
- Age
- Size
- Sex
- Gender
- Gender identity
- Physical capability
- Sexual orientation
- Tenure
- Spiritual belief
- Job level

# M Health Fairview's DE&I Philosophy

*“ M Health Fairview is committed to building a system where ALL members of our workforce and community are treated with dignity and respect and ALL patients receive the highest levels and quality of care. ”*

Individually and as a team, we do what's right for each other, our patients, and our communities.

# Organizational Initiatives

Through initiatives across Fairview, we help people:

- understand and value these differences and similarities to best work together.
- Meet the needs of the patients and communities we serve.



# **H O P E** Commission

Group that will continue our work dismantling systemic racial and gender discrimination in healthcare.

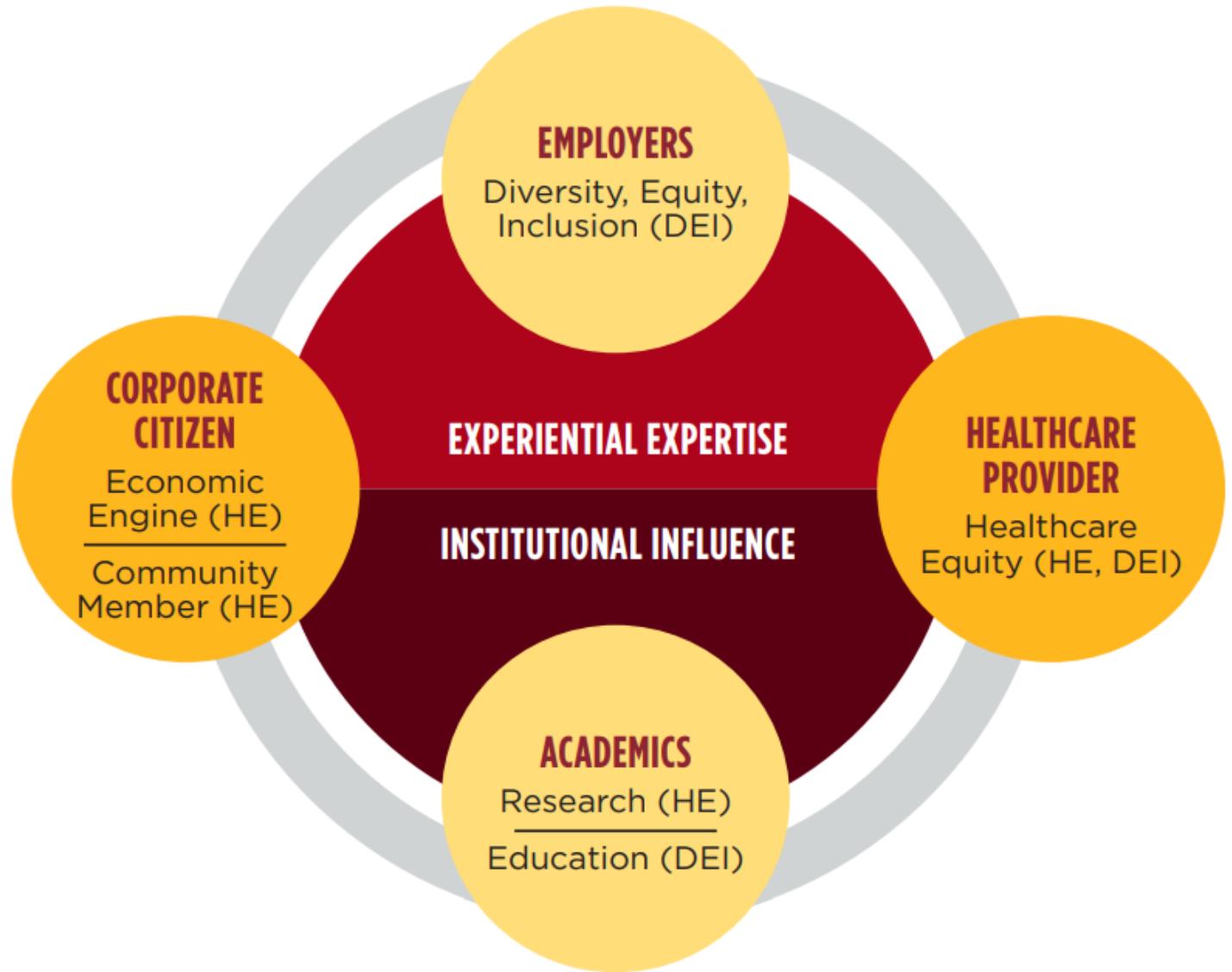
**H**ealing

**O**ppportunity

**P**eople

**E**quity

Advancing  
Health Equity (HE)  
and  
Diversity, Equity,  
and Inclusion (DEI)  
Through Key Areas  
of Focus



Equity  
Strategy Office  
(ESO)  
1<sup>st</sup> Year  
Numbers

OVER 150

INDIVIDUALS PARTICIPATING  
IN LANGUAGE ACCESS IMPACT ANALYSIS

10

TEAMS ENGAGED  
WITH IMPLEMENTING  
RESTORATIVE  
APPROACHES

11

Committees that now formally have processes to review  
and address inequities in their realm of oversight

IDEAS AND EFFORTS TO ADVANCE  
EQUITY SUPPORTED BY THE ESO

> OVER 200

EPMO PROJECTS REVIEWED FOR EQUITY IMPACT

106

47

FUNCTIONAL WORK TEAMS  
ENGAGED IN COLLABORATION  
WITH ESO

# Self ID Campaign

The purpose of the Self-ID Campaign is to better help us understand who we are as a system, how to better support our employees, and make lasting positive impacts for our employees and patients.

This information is voluntary and is for our system's purposes only and will not be shared with federal or state agencies.



**How do I add my information?**

By logging into [Lawson](#)

**Where do I learn more?**

Visit the [Self-ID Campaign Intranet site](#).

Demographic areas include:

- Ethnicity
- Language
- Gender Identity
- Personal Pronouns
- Sexual Orientation
- Marital Status

## Choose from 9 Options

- She/Her
- She/They
- He/Him
- He/They
- They/Them
- He/She/They
- No Pronouns
- Use My Name
- Ask Me My Pronouns



# Team Member Pronoun Badges

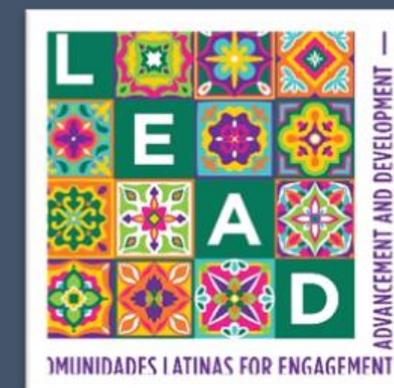
System-wide initiative where members and allies of the LGBTQIA2S+ community can foster and cultivate an inclusive and diverse culture at M Health Fairview

Available to all M Health Fairview team members, at **no cost!**

# Employee Resource Groups (ERGs)

## What are they?

Voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace.



# Employee Resource Groups (ERGs)

What do they do?

Community Connection

Organizational Impact

Focus Areas

Meaningful Change

People Development

# Building an Inclusive Workplace

## Education

- Team development classes
- Webinars

## Resources

- Team discussion guides
- E-learnings
- Articles

# Building an Inclusive Workplace

## Education



PERSONAL DEVELOPMENT

### Build Your Cultural Intelligence

This session provides you with the skills to be effective and inclusive when working with cultures different than your own. You will explore your capabilities and awareness related to how you think, feel, and behave.

🕒 60 minutes



PERSONAL DEVELOPMENT

### Recognizing and Responding to Microaggressions

Microaggressions are everyday subtle interactions or behaviors that communicate some sort of bias toward another person or group. They can be intentional or unintentional and sometimes even well-meaning. In this webinar, you'll explore the meaning of microaggressions and build skills for responding whether you are a recipient, source, or witness.

🕒 60 minutes



PERSONAL DEVELOPMENT

### Understanding Implicit Bias

Learn how implicit bias and microaggressions impact our patients, our customers, and each other. This session will provide guidance in determining what your individual implicit biases are, how they are formed, and how to address them.

🕒 60 minutes

# Building an Inclusive Workplace

## Resources

- Team discussion guides
- Learning Handouts
  - ✓ Black Lives Matter
  - ✓ Grounding in Diversity, Equity, and Inclusion
  - ✓ Implicit Bias
  - ✓ Understanding Systemic Racism
  - ✓ The Responsibility of Privilege



# Building an Inclusive Workplace

## Resources

- Benefit Tutor Program
  - A program that educates front line staff to help their peers learn about changes and updates to employee benefits.
  - They help with technology, language, and benefits jargon.
  - Contact the Employee Service Center (ESC) for details

# Building an Inclusive Workplace

## Resources

- [Culturally Competent Care Resources](#)
  - The Stratis Health organization
    - Multilingual health materials
    - Refugee health resources
    - Language services
      - Intranet – language services
- Key Equity Resources:
  - [Discrimination is Against the Law](#),
  - [Patient Bill of Rights](#),
  - [Equal Visitation](#)



AMERICA'S  
**GREATEST WORKPLACES**  
FOR  
★ ★ ★ **DIVERSITY** ★ ★ ★

PLANT-A   
INSIGHTS GROUP

**Newsweek**

2023

# Building an Inclusive Workplace

## ODandL.org- Developing Myself

The screenshot shows the Fairview ODandL.org website. The header includes the Fairview logo, navigation links for Change Management, Consultation Services, and Fairview Com, and a search bar. The main content area is titled 'TEAM MEMBER' and 'Developing Myself as a Team Member'. It features a 'Menu' on the left with categories like Communication, Collaboration, Effectiveness, Organizational Change, Diversity Equity & Inclusion (highlighted), and Wellbeing. The main content is under the heading 'Diversity, Equity, and Inclusion' and lists several resources:

- Instructor-Led Webinars:** Develop your skills by registering for one or more of our webinars. All sessions are virtual and led by an instructor.
- Build Your Cultural Intelligence:** This session provides you with the skills to be working with cultures different than your own. You will explore your capabilities and how you think, feel, and behave. Upcoming Session: Thursday, January 26, 2023 – 8:00am – 9:00am.
- Understanding Implicit Bias:** This session will help you see how implicit bias impact our patients, our customers, and each other. Discover what your implicit bias are, how they are formed, and how you can address them. Upcoming Session: Tuesday, March 14, 2023 – 12:00pm – 1:00pm.
- Connecting Through Generations:** Understand the different generations and learn tactics to improve connection, engagement, and communication. Upcoming Session: Wednesday, February 8, 2023 – 1:00pm – 2:00pm.

## Fairview Intranet- Resources- DEI

The screenshot shows the Fairview Intranet DEI resources page. The header includes the Fairview logo, navigation links for Intranet Home, About Us, Clinical Teams, Business Services, Resources, Apps, Learning & Development, Benefits & Services, Leaders, and Top Links. The main content area is titled 'Fairview Diversity, Equity & Inclusion' and features a sidebar with navigation links like Home, Culturally Competent Care, DEI Team & Contact, Employee Resource Groups, Employee Resources, Healing for Justice & Equity, Holidays, Recorded Learnings, Self-ID Campaign, Pronoun Badges, Spring Holidays inc. Ram..., and Recycle bin. The main content is under the heading 'Fairview Diversity, Equity & Inclusion' and lists several resources:

- Team Discussion Guide:** Talking about diversity, equity, and inclusion topics can be tough. Use this team discussion guide alongside any of the learning handouts to build confidence as you prepare to lead these important conversations.
- Learning Handouts:** We've created learning handouts in areas important to our organization. Each handout includes definitions, examples, and discussion questions that can be used alongside the team discussion guide.
- Black Lives Matter:** Understand the history behind the movement, what it means, and how we can get involved.
- Grounding in Diversity, Equity and Inclusion:** We hear these words – diversity, equity and inclusion – all the time, but what do they really mean?
- Understanding Systemic Racism:** Learn about systemic racism, its presence in healthcare, and how it impacts the patient and employee experience.
- The Responsibility of Privilege:** Explore types of privilege, identify your own privilege, and describe how privilege can be used to help others. We recommend pairing this handout with the [Identity, Culture, and Privilege activity](#) (also linked on the right).
- Understanding and Addressing Implicit Bias:** Learn about implicit bias, how biases are formed, and the different characteristics that are subject to implicit bias. To build your skills in addressing and responding to implicit bias, we recommend taking the following two webinars ([register here](#)):
  - Understanding Implicit Bias
  - Recognizing and Responding to Microaggressions