

TEAM DISCUSSION GUIDE

GROUNDING IN DIVERSITY, EQUITY, AND INCLUSION



Orient Your Team

Use these points to quickly set the context for the conversation. Provide the handout.

- Welcome! Today we are going to discuss what diversity, equity, and inclusion means and why they're important here at M Health Fairview.
- We'll learn together how we can support these efforts and identify areas for improvement.



Make the Connection

Use these points to help identify and connect the importance of this topic to your team and reinforce the goal of the session.

- This topic is important to our team because:
 - Understanding what diversity, equity, and inclusion mean sets the groundwork for us as we continue to build a system where ALL members of our community are treated with dignity and respect, and ALL patients receive the highest levels and quality of care.



Ignite the Conversation

Use the questions and key points to start an authentic dialogue with your team.

Questions to Start the Conversation:		Key Points to Reinforce:
1.	<p>A diverse workforce is one made up of people of different ethnicities, races, generations, gender, gender identities, sexual orientations, religions, cultural beliefs, languages and more.</p> <p>Why do you think it's important to have Diversity in our organization?</p>	<p>»</p> <ul style="list-style-type: none"> • Do: Allow team members to share their thoughts. • Reinforce: Diversity in an organization allows for new and different perspectives, better decision making, higher employee engagement, and more benefits (see back).
2.	<p>What does Equity mean to you?</p> <p>How are Equity and Equality different?</p>	<p>»</p> <ul style="list-style-type: none"> • Do: Allow team members to share. • Define: Equity is to <i>define</i>, understand and recognize the specific needs and requirements of individuals. Equity requires additional support. • Ask: Can anyone tell me what the difference between equity and equality is? (see back)
3.	<p>What do you think Inclusion looks like?</p>	<p>»</p> <ul style="list-style-type: none"> • Do: Allow team members to offer their thoughts. • Reinforce: Inclusion means creating an environment where any individual or group can feel welcome, respected, supported, and valued to fully participate.
4.	<p>M Health Fairview is committed to building a system where ALL members of our community are treated with dignity and respect, and ALL patients receive the highest levels and quality of care. How can we support that?</p>	<p>»</p> <ul style="list-style-type: none"> • Do: Allow team members to offer ideas. • Reinforce/Ask: All of us play a role in recognizing and honoring diversity, contributing to equitable procedures, policies, and resources, and creating an inclusive environment. <i>How can you do that?</i>

TEAM DISCUSSION GUIDE

GROUNDING IN DIVERSITY, EQUITY, AND INCLUSION



Take Action! Explore the DE&I efforts happening in our organization. If you or others would like to support these efforts, use the links in your handout to find out how you can do that. **What ideas do you have for ways our team could support DE&I work?**

Grounding our teams in the importance of diversity, equity, and inclusion helps set the groundwork for us as we continue to build a system where ALL members of our community are treated with dignity and respect. This is just the first in a series of Team Discussion Guides that will address issues relating to race, discrimination, privilege, and other related topics. Encourage team members to use their handouts for reinforcement and to take action.

Diversity: Why do you think it's important to have diversity in our organization? Here are some benefits of diversity in an organization¹:

- **Reduced Employee Turnover:** Diverse organizations with an inclusive environment have less turnover than those that do not.
- **More Creativity:** Increased creativity and innovation are a direct result of varied perspectives that accompany a diverse workplace.
- **Better Decision-Making and Problem Solving:** Harvard Business Review found that diverse teams are able to solve problems faster than non-diverse teams. Another study found that diverse teams outperform individual decision-makers 87% of the time.
- **Increased Profits:** Companies with more diverse top teams were top financial performers.
- **Higher Employee Engagement:** Studies have found that engagement is an outcome of diversity and inclusion.

Equity: The promotion of fairness within processes, procedures, and resources within systems or organizations.

- *What is the difference between equity and equality?*
 - **Equality** is typically defined as treating everyone the same and giving everyone access to the same opportunities.
 - **Equity** refers to proportional representation (by race, class, gender, etc.) in those same opportunities. To accomplish equity, groups who have had less than usually need to get more in order to level the playing field.

Example

Equality	Equity
Same nutrition resources for patients regardless of their health status or ability to pay.	Extra nutrition resources for patients with at-risk health status and/or inability to pay.

¹ Top 10 Benefits of Diversity in the Workplace. Anja Zojceska, December 19, 2018. www.talentlyft.com

TEAM DISCUSSION GUIDE

GROUNDING IN DIVERSITY, EQUITY, AND INCLUSION

Inclusion: Creating an environment where any individual or group can feel welcome, respected, supported, and valued to fully participate.

What would an inclusive environment look like?

- Employees feel seen, heard, and valued
- Employee engagement and well-being are high
- Employees feel like they *belong* at M Health Fairview

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

If you or others are interested in supporting this effort, here are some ideas:

- Contribute to a safe, healthy work environment with your actions and your words.
- Welcome and encourage all voices to contribute.
- Listen with empathy.
- Be an ally.

This Team Discussion Guide is part of a series focused on DE&I related topics. Please visit the Diversity, Equity, and Inclusion Resource [LINK] page on odandl.org.

If you have questions or would like support prior to using these with your teams, please contact Organizational Development and Learning at odl@fairview.org.