

Grounding in Diversity, Equity and Inclusion

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.



Diversity

Diversity is the range of human difference and can include things like race, ethnicity, age, gender identity, religious beliefs, gender, social class, cultural beliefs, sexual orientation, languages, and more.¹

Equity

Considers the specific needs or circumstances of a person or group and provides the types of resources needed to be successful.¹

Example: Extra nutrition resources for patients with at-risk health status and/or inability to pay.

vs.

Equality

Each individual or group of people is given the same resources or opportunities.¹

Example: Same nutrition resources for patients regardless of their health status or ability to pay.



Inclusion

Creating an environment where any individual or group can feel welcome, respected, supported, and valued to fully participate.¹

How does diversity, equity and inclusion impact the workplace?²

Individual	Team	Organization
<ul style="list-style-type: none"> • Employees feel seen, heard, and valued • Greater well-being • Greater sense of belonging 	<ul style="list-style-type: none"> • More creativity from varied perspectives • Better decision making and problem solving 	<ul style="list-style-type: none"> • Reduced employee turnover • Increased profits • Higher rates of engagement and retention

Call to Action

All of us play a role in recognizing and honoring diversity, contributing to equitable procedures, policies, and resources, and creating an inclusive environment. If you are interested in supporting this work, here are some ways to do that:



Contribute to a safe, healthy work environment with your actions and your words. Use inclusive language.



Welcome and encourage all voices to contribute. Seek out different perspectives and let your colleagues know you value them.



Be an ally. Advocate for diversity, equity, and inclusion.

Discussion Questions

1. What is one thing you learned about diversity, equity and inclusion?
2. Why do you think it's important to have diversity in our organization?
3. What does equity mean to you?
4. What do you think inclusion looks like?
5. What ideas do you have for ways our team could support Diversity, Equity and Inclusion work?



¹ McKinsey & Company. (2022). What is Diversity, Equity, and Inclusion. <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion#/>

² Zojceska, A. (2018). Top 10 Benefits of Diversity in the Workplace. <https://www.talentlyft.com/en/blog/article/244/top-10-benefits-of-diversity-in-the-workplace>