

# DIVERSITY, INCLUSION AND EQUITY (DEI) – DOMAINS AND AREAS OF FOCUS

DOMAINS

**Cultural Effectiveness and Education**

Addressing cultural differences and inclusion through education, team-building and communication – including specific education around DEI topics.

**Disparities and Clinical Outcomes**

Identifying and eliminating health disparities by expanding and enhancing clinical services targeted toward diverse populations.

**Engagement and Inclusion**

Utilizing diversity councils and ERGs, surveys, evaluations, activities and events to promote full participation of faculty, staff, trainees, and students in order to enhance the patient experience.

**Enhance Demographic Diversity**

Promoting best practices in talent acquisition, development and retention to enhance demographic diversity of leadership, faculty, staff, trainees, and students.

**External Relationships**

Supporting community outreach, engagement and collaboration with patient communities, professional organizations and external alliances through supplier diversity, brand enhancement and other inclusion initiatives.

AREAS OF FOCUS

Advocacy for Women



Communications

Community Engagement



Disparities & Data Analytics

Education and Training



Diversity Councils and ERGs

Leadership, Talent and Faculty Development



LGB/TGNB Programs and Policies

Military/Veterans



People with Disabilities

Recruitment, Retention and Advancement



Research on Health Disparities

Supplier Diversity



Youth Education and Talent Pipeline Programs

# DEI AREAS OF FOCUS – DESCRIPTIONS

## **Advocacy for Women**

- Engage women leadership, faculty, staff, students, and trainees to identify workplace gender inequities and support and advance opportunities for professional development.

## **Communications**

- Enhance knowledge and awareness of DEI efforts at all levels within the organization and showcase successes and best practices for external recognition.

## **Community Engagement**

- Promote outreach and collaboration with local vendors, organizations, and institutions aligned with DEI initiatives.

## **Disparities & Data Analytics**

- Eliminate inequities and improve quality and health outcomes for the MSHS community through collaborative and strategic partnerships.

## **Diversity Councils and Employee Resource Groups (ERGs)**

- Engage leadership, faculty, staff, students, and trainees in DEI efforts to foster an inclusive work and learning environment where all feel they belong.

## **Education and Training**

- Provide an educational platform to develop and deliver DEI curricula and address racism, bias, and discrimination in the health care environment, integrating relevant social contemporary issues.

## **Leadership, Talent and Faculty Development**

- Identify high potential faculty, staff, and trainees, particularly of underrepresented groups in health care, science, and medicine, to provide opportunities for continuous development, promotion, and advancement.

# DEI AREAS OF FOCUS – DESCRIPTIONS CONTINUED

## **Lesbian, Gay, Bisexual, Transgender, and Gender Non-Binary (LGB/TGNB) Programs and Policies**

- Advance the awareness and attend to the needs of lesbian, gay, bisexual, transgender, queer (LGBTQ) and gender nonbinary (GNB) patients and staff with respect and compassion.

## **Military/Veterans**

- Identify the needs of and provide support to faculty, staff, students, and trainees who identify as active, reserve, or retired members of the U.S. military.

## **People with Disabilities**

- Raise awareness and understanding of people with disabilities to create an inclusive and equitable work and healthcare environment for all.

## **Recruitment, Retention and Advancement**

- Implement best practices in talent acquisition and retention to increase the representation of underrepresented groups among leadership, faculty, staff, students, and trainees.

## **Research on Health Disparities**

- Identify gaps and opportunities for improving clinical care through the collection and reporting of patient race/ethnicity, sexual orientation, gender identity, and language data.

## **Supplier Diversity**

- Support the development and growth of local minority- and women-owned business enterprises to improve the overall health and wealth of the communities we serve.

## **Youth Education and Talent Pipeline Programs**

- Increase the representation of underrepresented groups in the health care workforce through an array of fellowship, internship, and educational programs.