

Developing A Practical Toolkit to Implement Diversity, Equity, Belonging, & Accessibility in the Workplace

Sonia Erlich, Arth Hin, Sonya Nguyen, Gayathri Krishna, Elijah Boliver, Heather McNally, Anita Morris

CONTEXT:

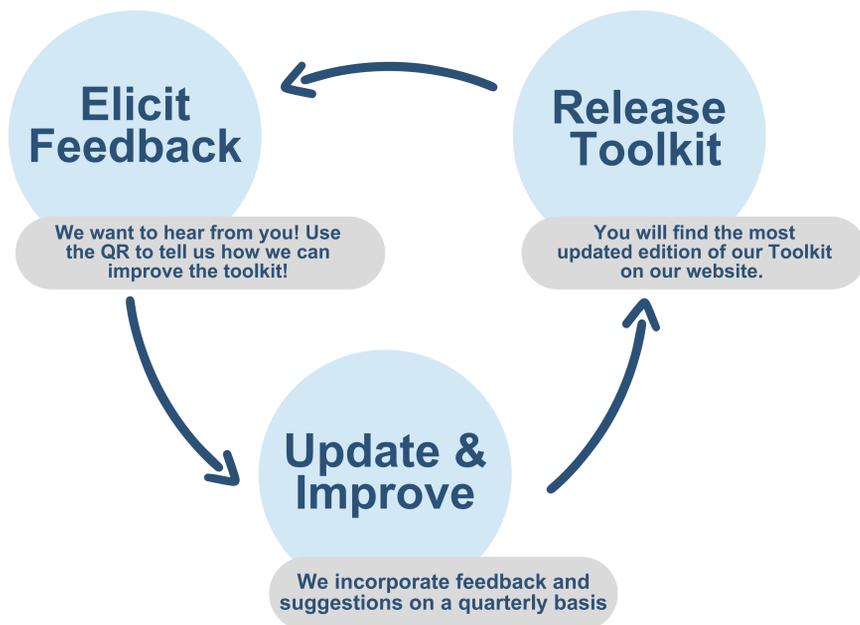
In 2021, the Centers for Disease Control and Prevention declared racism as a serious public health threat¹. Yet the very systems that should be positioned to respond to this crisis have historically perpetuated institutional practices that alienate ethnic and racial minority groups². For instance, black adolescents are less likely to engage in mental health care than their white peers³. Though multifactorial, this trend is in part due to the failure of healthcare systems to adequately engage and care for historically marginalized communities^{2,3}. Yet true system change is complex, layered, and lengthy, and organizations and individuals working within systems often lack a roadmap on how to forge a new path.

TEAM UP's Diversity, Equity, Belonging, and Accessibility (DEBA) workgroup developed a toolkit to offer concrete guidance on how organizations and healthcare practitioners can begin to transform their approach toward care that meets the needs of all people equitably. This poster walks you through our process of creating the DEBA Toolkit.

TIMELINE:



TOOLKIT ITERATIVE PROCESS:



EXAMPLE 1:

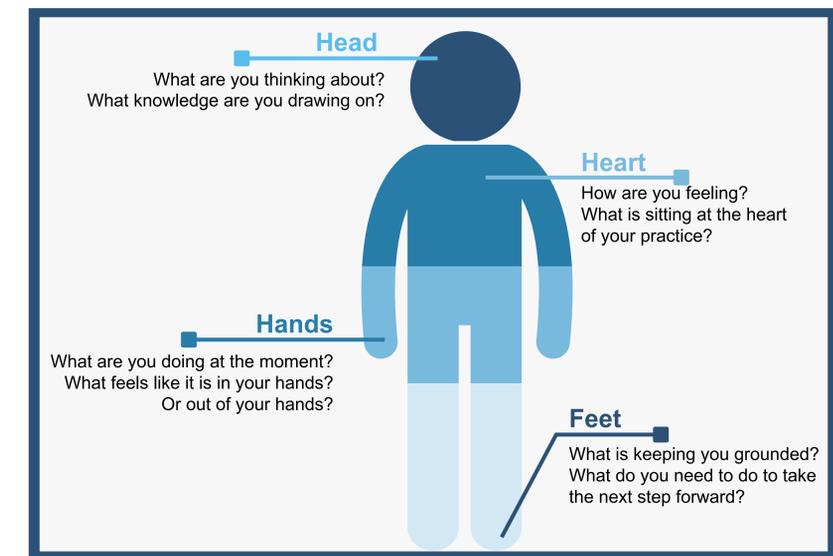
Sample question to gauge perceptions of the environment, related to DEBA

Considering your experiences over the past 12 months at _____, please indicate your level of agreement with each of the following statements:

Climate Survey	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
I feel valued as an individual					
I feel I like I belong					
My organization has strong commitment to diversity, equity, and inclusion					
I have considered leaving my job because I felt isolated or unwelcome					
I am treated with respect					
I feel others don't value my opinions					
I am able to perform to my full potential at my organization					

EXAMPLE 2:

*Example of how supervisor and supervisee may frame reflective questions.*⁴



OUR INVITATION:



This toolkit serves as a call to action! DEBA toolkit is a “living” document. We are committed to updating the material and resources to better serve the mission of incorporating DEBA in healthcare workplaces. For questions or comments, please contact teamupforchildren@bmc.org and include “DEBA” in the subject line.

You can scan the QR code for the online version of the up-to-date toolkit, where you can also find wise practices for data collection of race, ethnicity, and language.

REFERENCES:

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- Akkas F, Corr A. Black Adolescent Suicide Rate Reveals Urgent Need to Address Mental Health Care Barriers. The Pew Charitable Trusts. April 22, 2024. Accessed August 1, 2024. <https://www.pewtrusts.org/en/research-and-analysis/articles/2024/04/22/black-adolescent-suicide-rate-reveals-urgent-need-to-address-mental-health-care-barriers>
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