Power of Representation:

It’s ALL our Responsibility



 The last 20 years have had monumental gains in the world of representation and DEI. From the first Black US president in Barack Obama, to Laverne Cox creating a public platform for transgender rights, to seeing the first women being elected as the Vice President of the US. These gains have shown previously underrepresented people that they are seen, that they have a place here, and to have hope. Unfortunately, these last twenty years have also shown us that we still have a long way to go to reach equity and inclusion in this county. From the Pulse Nightclub shootings in 2016, to the tragedy of George Floyd, and the recent increase in violence against the Asian community, it is evident that we must take steps in our daily lives to promote diversity and respect. Here at Providence, we take this history as our call to action to introduce grass root efforts which promote an environment of equity and positive change. This change starts now with a focus on representation within our staff.

 It has been shown over various studies, time and time again, that companies who have a focus on diversity and diverse hiring makes a positive impact on the company as a whole. “A [2012 study by Dow Jones](http://www.goldenseeds.com/content/PDFs/WomenPE_report_final.pdf) compared gender makeup of leadership in successful and unsuccessful companies, finding that a higher percentage of women in senior executive roles was tied to greater financial success. (Can you add a link to source/footnote?) A McKinsey analysis found that companies with greater gender diversity were 15% more likely to outperform more homogenous companies, and [those with greater ethnic diversity were 35% more likely to outperform](http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters).”(Link to source [here](https://dignityandrespect.org/representation-matters-workplace/)) Beyond the internal success, having a focus on representation can greatly affect the lives and overall health of our patients. The area we serve sees a vast range of people from various races, cultures, backgrounds, religions, identities, socio-economic statuses and more. Put yourself in your patient’s shoes and imagine what it must feel like to walk in a clinic where no one looks like you, no one sounds like you, or where it is full of people that due to a history of systemic racism, you have learned to simply not trust. You may feel fear, you may feel anger, you may simply choose to not come, which in turn leads to care gaps, missed preventive care opportunities and potentially higher emergency room visits and costs. Now imagine a place where a patient can come and see themselves in the people taking care of them, where they feel respected, understood, and safe. Where we not only show diversity within our staff but also that it is evident that all staff have a level of cultural competency and understanding. It can be a powerful shift and it can be done, but it starts with all of you! If the past two years have taught us anything it is that at the end of the day, we are all human, and we need to be there to build each other up, to see ourselves in one another.

 Below are some tips that can be used right away to create a level of representation within your department as well as some great videos that dive deeper into the topic. Please also reference January’s Multi Cultural Calendar that has links to this month’s events that you can sign your department up to participate it. We thank you all for all you do and for your commitment to continuing to make Providence a place for all!

**DEI Leadership OPPORTUNITIES:**

1. Representation Check: As a leader, check out the demographics of your team (race/ethnicity/age average/abilities/etc). Ask yourself, what does your overall team look like and what does your leadership look like? Do the demographics change as the leadership tier changes? If so, why? Ask who is missing: Using the list from above, as yourselves, what kind of people/communities/demographics/personality types are missing on our team? Ask yourselves why you think this is so.
2. Confronting our Bias: Take the [Health Stream Implicit Bias Training for Core Leaders](https://www.healthstream.com/hlc/common/course/quicklinks.aspx?oid=5c27bcaa-71bd-db11-bf7b-000423d6b5c1&quickLink=YT0xJnRzPTIwMjEtMTItMDNUMTc6MzI6MjYmY2lkPWY3MmJlY2QyLTM0MjUtZWIxMS04MGQ5LTAwNTA1NmIxN2MxOCZjdj0w)
3. Studies show that people are more likely to hire people that look, act, and have common values as themselves. So if leadership looks/acts/believes one way, we are more likely to unintentionally show bias towards particular people and also negate others. To help overcome this: check out Commit as a team to confronting bias: [Health Stream Implicit Bias Training for Caregivers](https://www.healthstream.com/hlc/common/course/quicklinks.aspx?oid=5c27bcaa-71bd-db11-bf7b-000423d6b5c1&quickLink=YT0xJnRzPTIwMjEtMTItMDNUMTc6MzQ6NTQmY2lkPTY0MWVkMmEwLTI4ZTQtZWIxMS04MGUzLTAwNTA1NmIxNDIwNCZjdj0w)
	1. Culture is hard to change alone, but when you commit as a team to developing a culture which seeks to empower others, that causes traction and change! As a team, commit to taking this course together. Afterword’s, come up with some ideas, new standards, and goals to help decrease bias on your team.

**Tips:**

1. When there are openings in your department, provide a call to action by reaching out to staffing about marketing the open position to various areas of the community like spiritual and community centers
2. Be aware of your own unconscious bias. We all have biases, whether we realize it or not, and those bias, even on a subliminal level, have a direct impact on how we interact with others. While it is impossible to completely rid ourselves of all bias, it is possible to take steps to analyze where these biases may have come from and reflect on actions that can be taken to educate ourselves with the goal of improving our cultural competency and aiding in representation within our teams. Reach out with questions about getting an unconscious bias training scheduled for your team.
3. Be culturally humble. It is impossible to understand the nuisance of every person's cultural history and background, but by creating an environment that breeds curiosity and mutual respect about diverse cultures, we can band together and join a lifelong journey of inclusivity and learning. Asking questions that come from a place of humble respect and genuine inquiry can lead to an open dialogue and breaking down walls.

**Local Resources for Caregivers:**

1. [https://pihchub.org/livewell/search/?dimension=Relationships&topic=African%20American](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpihchub.org%2Flivewell%2Fsearch%2F%3Fdimension%3DRelationships%26topic%3DAfrican%2520American&data=04%7C01%7Cbrooke.chhina%40providence.org%7Cd82bffcb51f04407d14208d9b5192af0%7C2e3190869a2646a3865f615bed576786%7C0%7C0%7C637739941970627548%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=2V67nelsu1a3sf41ToOfXelaUT3gNO2vTQVc%2BpKNkuc%3D&reserved=0)
2. [https://pihchub.org/livewell/search/?dimension=Relationships&topic=Multicultural%20Events%20and%20Groups](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fpihchub.org%2Flivewell%2Fsearch%2F%3Fdimension%3DRelationships%26topic%3DMulticultural%2520Events%2520and%2520Groups&data=04%7C01%7Cbrooke.chhina%40providence.org%7Cd82bffcb51f04407d14208d9b5192af0%7C2e3190869a2646a3865f615bed576786%7C0%7C0%7C637739941970637499%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=A5%2FxjSmLod1xwNI9p72Zi8KXrQdPJJe4EjwBAuKqJVo%3D&reserved=0)
3. [Community Services Database | LiveWellLocal | PIHC Hub](https://pihchub.org/livewell/search/?dimension=Relationships&topic=College)

**Videos:**

<https://www.youtube.com/watch?v=44xbZ8MN1uk> (Desmond Tutu-Ubuntu)

<https://www.ted.com/talks/janet_stovall_how_to_get_serious_about_diversity_and_inclusion_in_the_workplace>

<https://www.ted.com/talks/kiaana_howard_dpt_lack_of_diversity_in_health_care_a_health_disparity>

<https://www.ted.com/talks/rocio_lorenzo_how_diversity_makes_teams_more_innovative>

<https://youtu.be/_OXMgA0Fwsk>

Thank you all for the amazing work you do every day. The DEI committee is so excited to share with you some great events we have planned for 2022. These events would not be possible without the hard work, commitment, and empathetic leadership you provide to our teams here at Providence. If there is anything we can do to aid in your DEI journey, please do not hesitate to reach out.

Best Regards,

Kaila, Jess, and Brooke