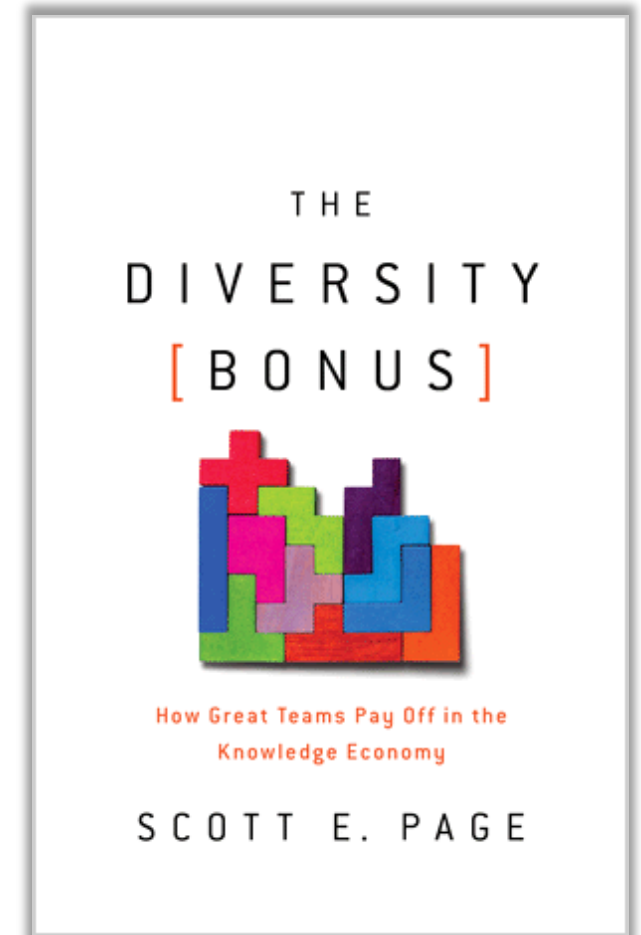
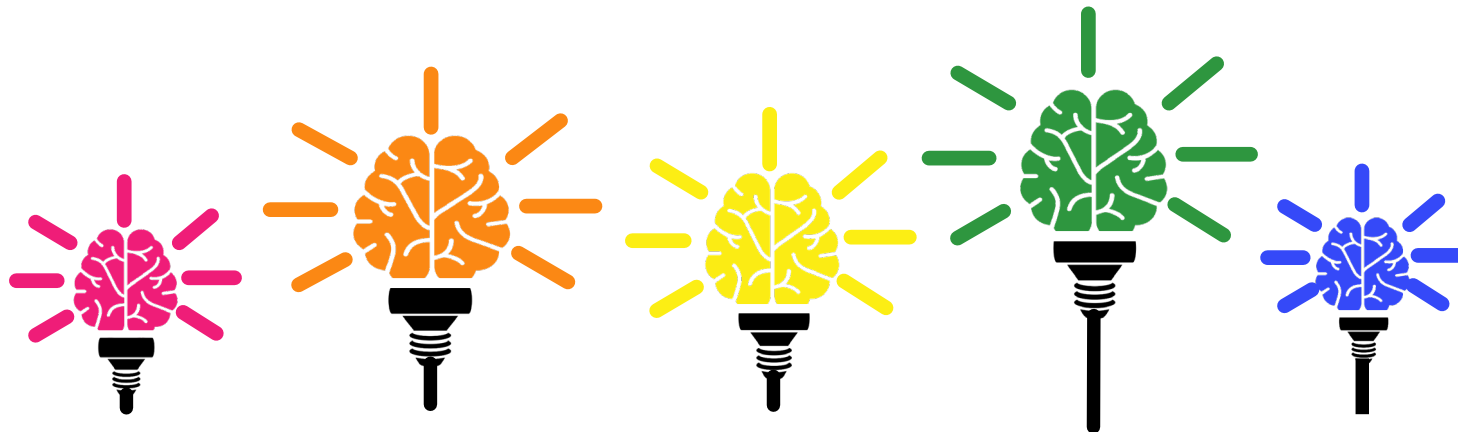


Diversity in Medicine: Understanding the Bonus

A New Approach to Diversity

- Diverse workplaces are fair workplaces
- Wisdom of the crowd for 21st Century Organizations



Defining Diversity: More than Identity

Identity is only one aspect of diversity

- Racial, ethnic, sexual, orientation, generational, cognitive diversity etc
- Bonuses arise when people with diverse skillsets work inclusively



DIVERSITY

Why Diverse Teams Are Smarter

by David Rock and Heidi Grant

NOVEMBER 04, 2016

How Diversity Fails

“Diversity is being invited to the Party. Inclusion is being asked to Dance”



Operationalizing: Intentional Practices

- Hiring, inclusive employee engagement, mentorship
- Avoid the clone army



Case Study

In creating departmental family leave policy, only women faculty members are asked for their input

Discussion Points

- How should family be approached as a diversity, equity, and inclusion issue?
- How might different family compositions affect policy? (LGBTQ+ families, adoption, infertility etc.)
- How can we shift our thinking to stop categorizing family as solely a women's issue
- What other institutional policies may differentially affect providers with children?

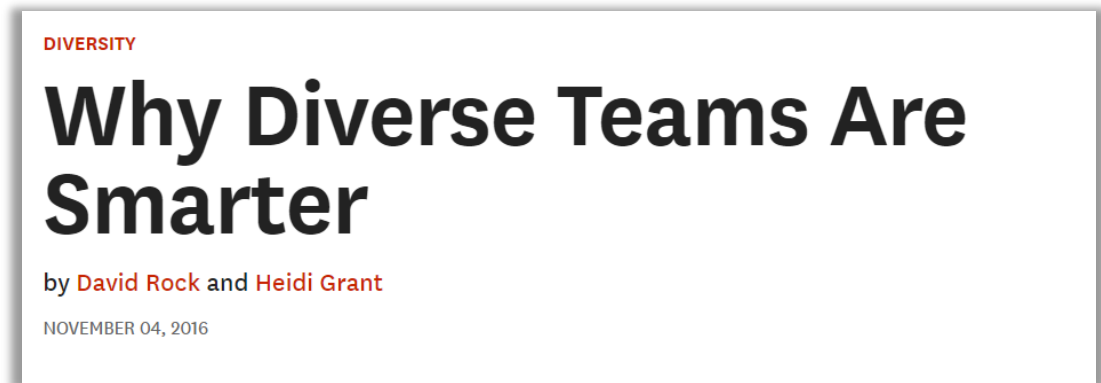
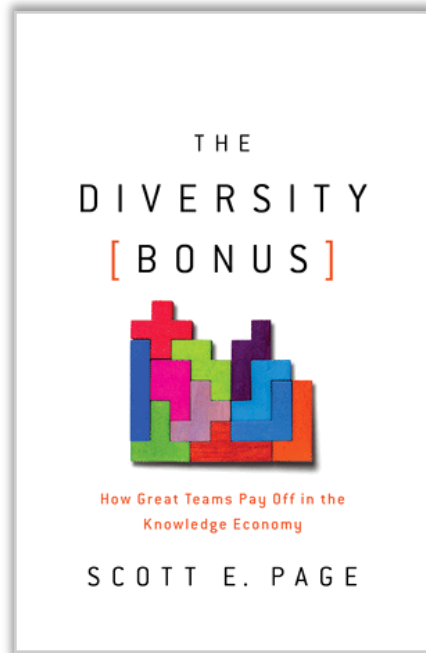
Case Study

An attending jovially refers to a Korean-Speaking medical student exclusively as 'interpreter' and summons her to translate for all of their Korean patients

Discussion Points

- How can skills that come from promoting diversity (such as speaking another language) also isolate the people that display them?
- How can the student speak up without appearing to challenge authority, or if they fear stereotypes as an angry minority?
- What if patients prefer to interact with providers of specific identities?

Further Reading



Survey

Please complete the following brief survey to assess your learning from today's session and provide feedback on your experience.

1. Open camera app on your phone
2. Point your phone at the QR code to scan it
3. Tap the pop-up banner/link and fill the brief survey

Thank you!!

