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
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?
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