

Diversity and Inclusion

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Diversity and Inclusion

1. Most academic health centers have programs with goals to close gaps in health disparities.
2. Diversity officers in clinical research centers within academic health centers.
3. Diversity and inclusion programs essential to bridging the gap in the preparation of health professionals post graduation.

Two Stories

Kaiser Family Foundation/CNN

Publication describing the experience of African Americans and Hispanics in US.

Survey chronicled the discrimination in education, housing and income.

HealthImpact. An example of efforts to increase the number of nurses of color within the state and to support programs to provide culturally appropriate and competent care in practice.

Kaiser Family Foundation/CNN

2015 report conducted by Kaiser Family Foundation found the following:

- A. African Americans and Hispanics are worst off than their white counterparts in terms of education, housing and income.
- B. Half of African Americans and one third of Hispanics say that have been treated unfairly.
- C. Report documented the continuous bias experienced by African Americans and Hispanics across systems including academia and health care.

HealthImpact

A state center with a mission to enhance the well being of Californians through innovation, Interprofessional leadership and nursing excellence.

A 2017 summit highlighted the value of ethnic nurses of color in addressing the health disparities gaps.

Created a network to

1. Increase the diversity of CA RN workforce.
2. Improve education access to underrepresented students.
3. Identify nurse leaders to serve as role models and mentors.
4. Promote the provision of culturally competent care.

Gender and Race/Ethnicity of California Nurses

73% female

15% unspecified

11% male

1.7% American Indian/Alaskan Native

2.1% African American

5.3% Mixed

11.1% Asian Pacific Islander

12.1% White

31% Hispanic

Why Care About Diversity and Inclusion

Organizations that are more ethnically and culturally diverse are 35% more likely to outperform others in their business sector.

Mc Kinley and Co. "Why Diversity Matters"

Health Equity

To achieve health equity it is essential that academia and service work together to promote an inclusive and diverse health system.

Inclusivity of individuals from diverse backgrounds.

Inclusivity essential to achieving equitable health.

Health Equity

Equal access to health services

Produce health professionals committed to providing care with respect for our differences

Access to equitable behavioral health services

Access to equitable clinical health services

Access to equitable social support services

Health equity – provide enablers to achieve health.

Health equity- removal of barriers to health.

Health equity- practice inclusiveness

DIVERSITY

Intellectual Diversity

Age Diversity

Gender Diversity

Racial Diversity

Ethnic Diversity

Social Diversity

Built environment Diversity

Equal access to baccalaureate and higher education.

Equal access to equitable health services

Enablers to Achieving Diversity and Inclusion Goals

Frame the right questions and select areas for improvement.

Determining the scope of your Health Equity strategic plan.

Set targets and identify resources necessary to achieve success.

Adopt and monitor programs to improve faculty, student and staff diversity and inclusion.

Working with others to change systems and policies that restrict and limit choices.

Support multiple national programs to discover what does and does not work.

Strategies

Say something. Shine light on current state. Gather and disseminate evidence about gaps

Do something. Launch improvement efforts.

Engage others in seeking solutions. Practice inclusivity.

Be the catalyst for change. Be a Circle Caller