

A Practical Guide to Leverage DEI Champions to Integrate DEI Into the Workplace

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Learning Objectives

Shared meaning of diversity, inclusion, equality, equity, and justice

Environments for integrating DEI into work practice

Connecting Circles DEI Share Space

**PARTICIPATE:
MENTI.COM
37268085**





Acknowledging YOU:

You are asked to be...

... present

... brave

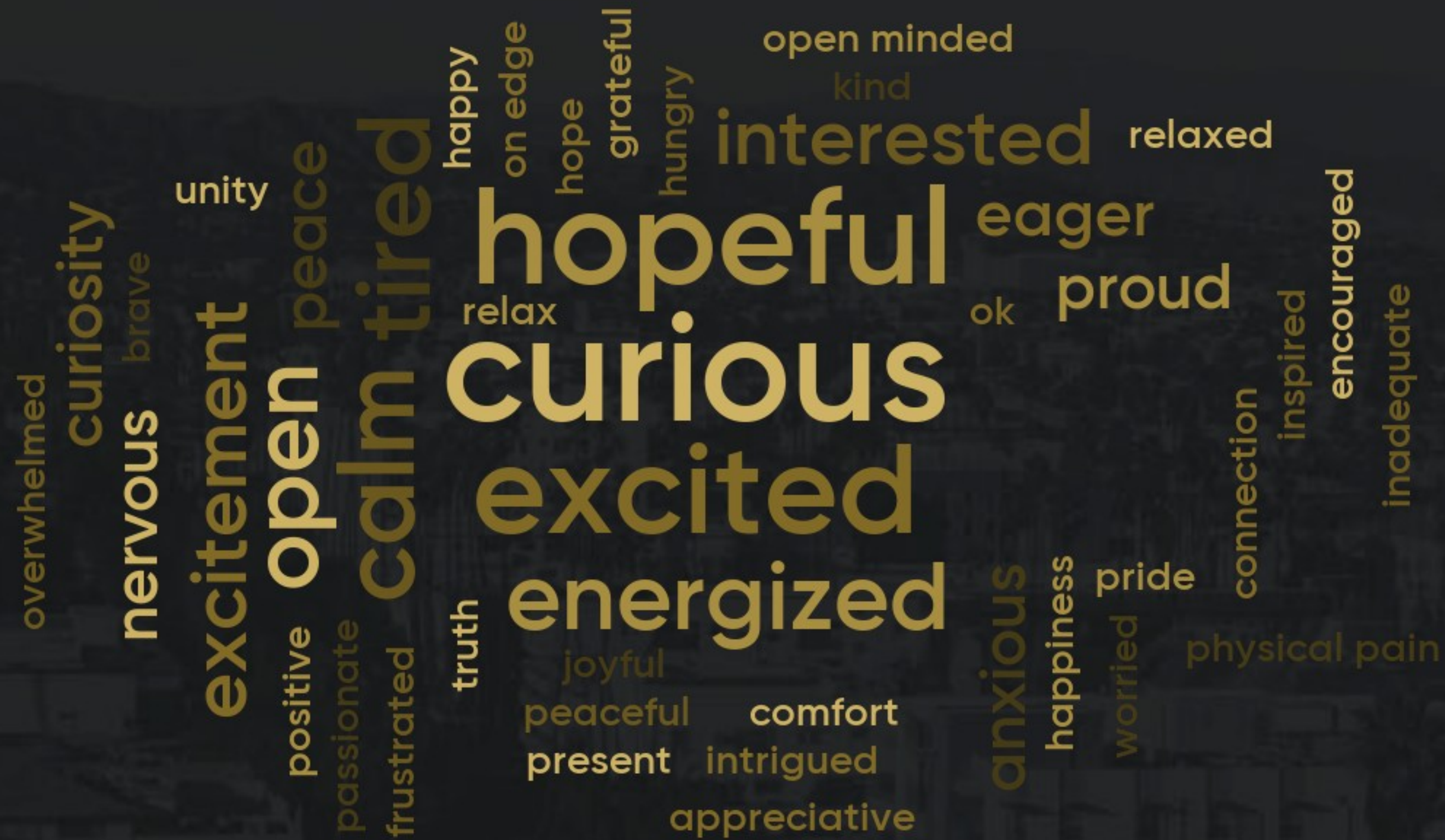
... curious

...empathetic

... respectful

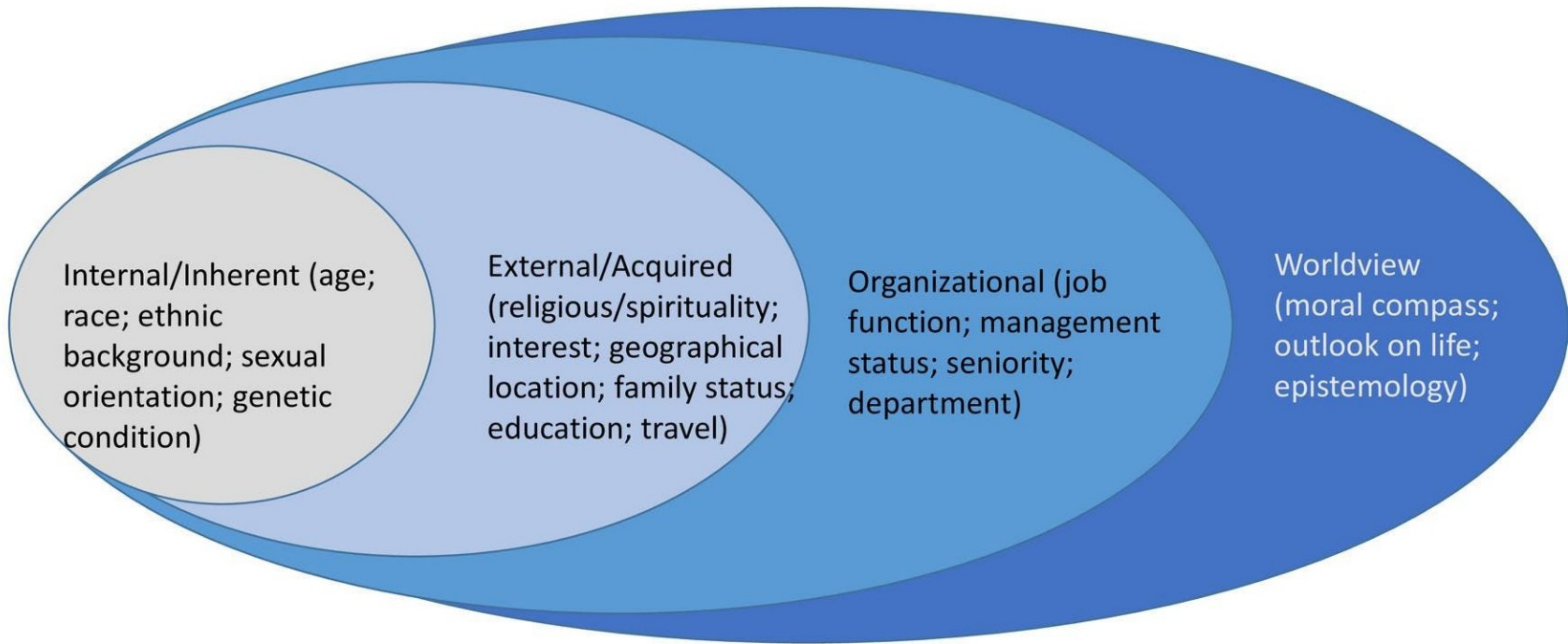
... mindful

USING ONE WORD AT A TIME, DESCRIBE THE FEELING YOU ARE BRINGING INTO THIS SPACE:





Diversity (fact)



Diversity

Recognition of individual differences

By Diversity and Social Impact

I am...



What aspects of your identity influence how you see and experience the world, the workplace?



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Inclusion

Inclusion (choice)

The act of valuing differences and their contributions.

So much more than being asked to dance.

Equality, Equity, Justice

(outcome & process)



Equality

Same treatment
for all folks.

Equity

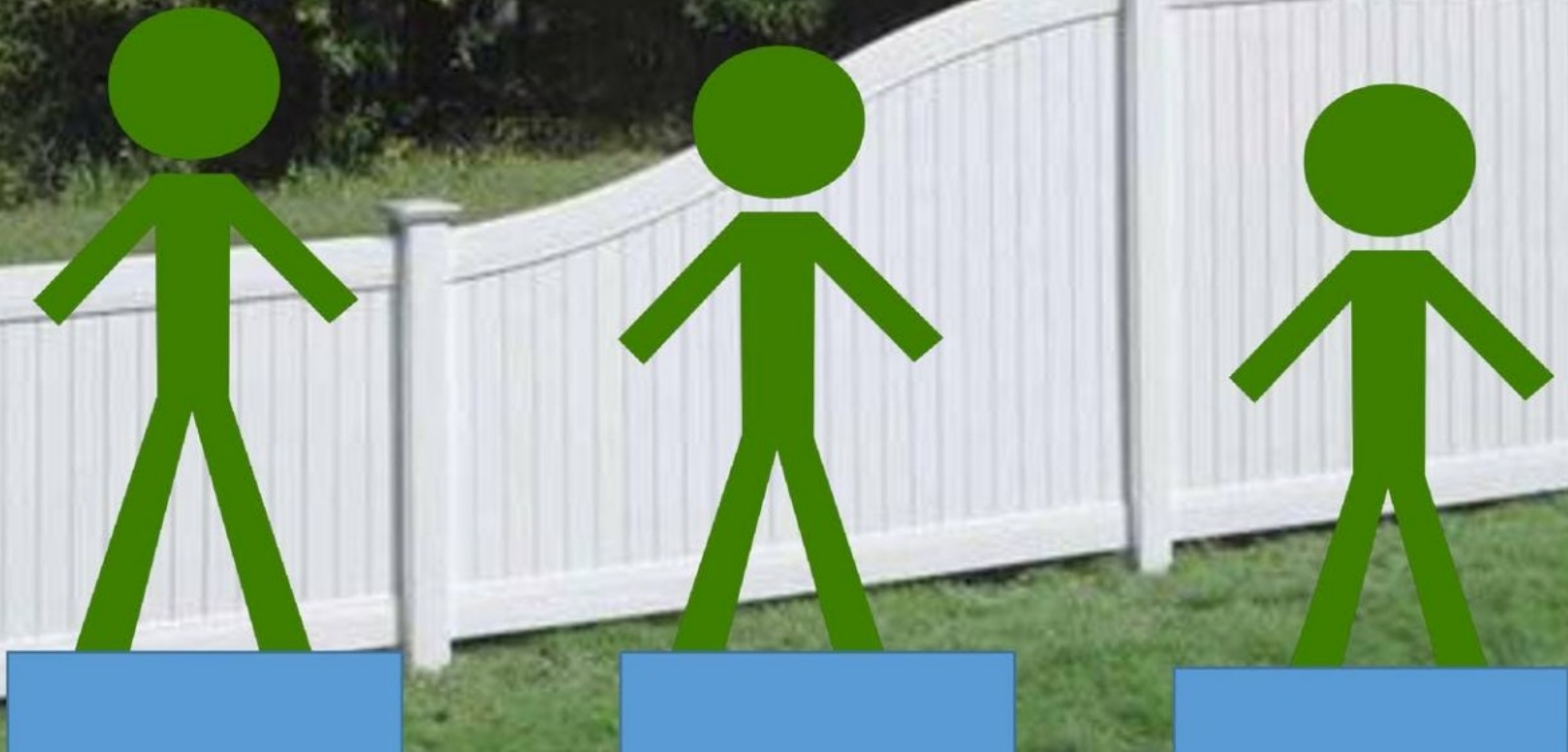
Systems work
where treatment is
specified to need

Justice

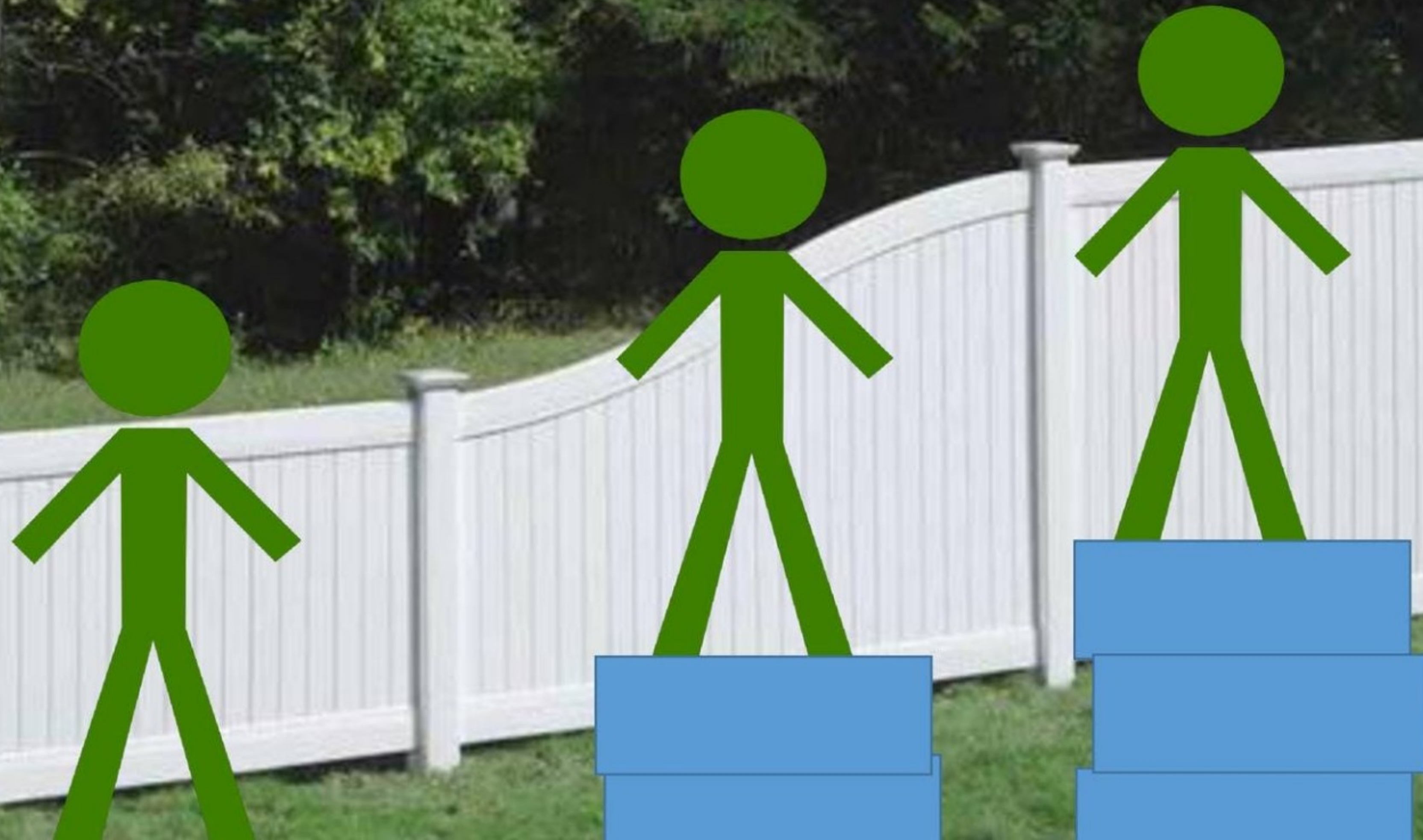
Systems work
addressing totality
of fairness



EQUALITY



EQUITY



JUSTICE



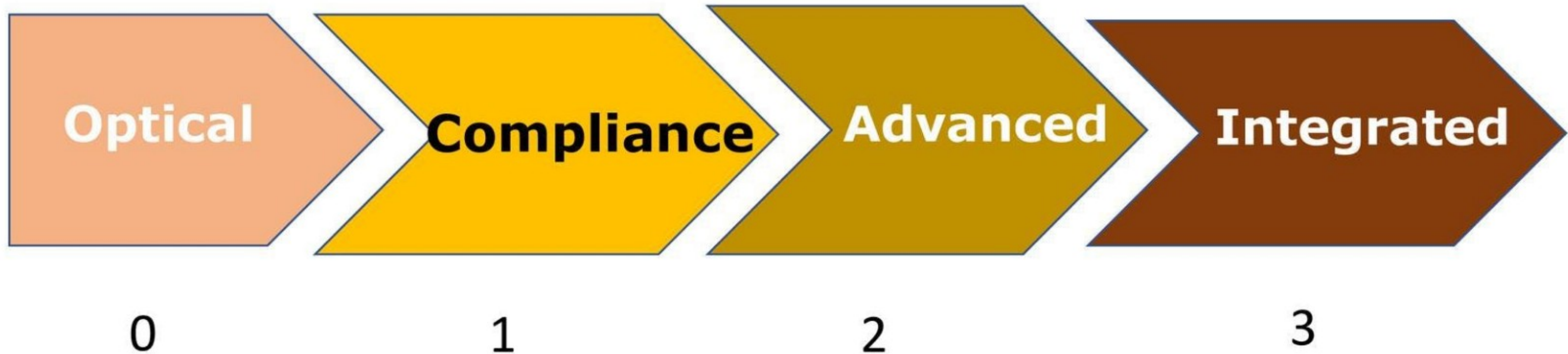
EXERCISE BREAK



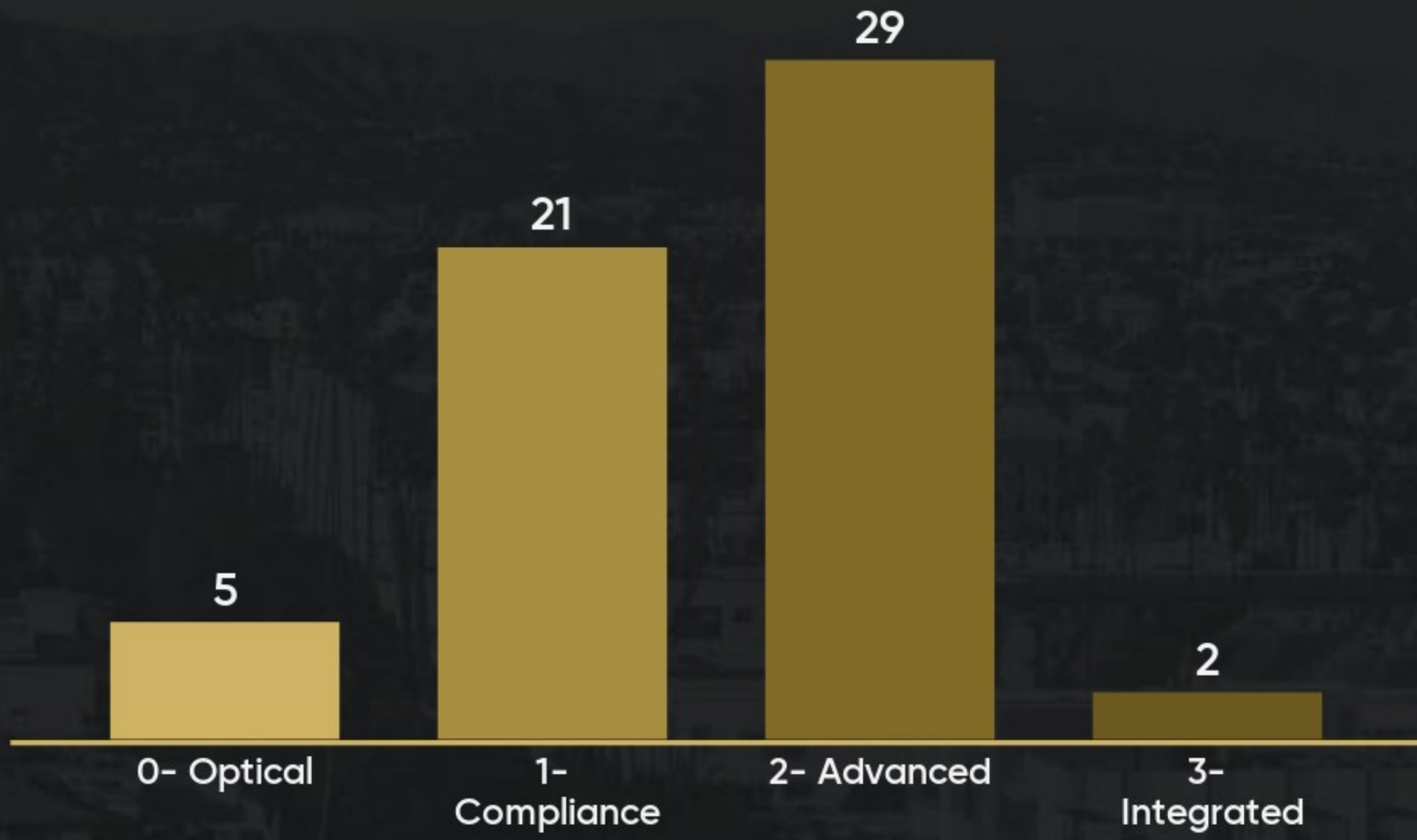
ENVIRONMENTS FOR INTEGRATING DIVERSITY, EQUITY, AND INCLUSION



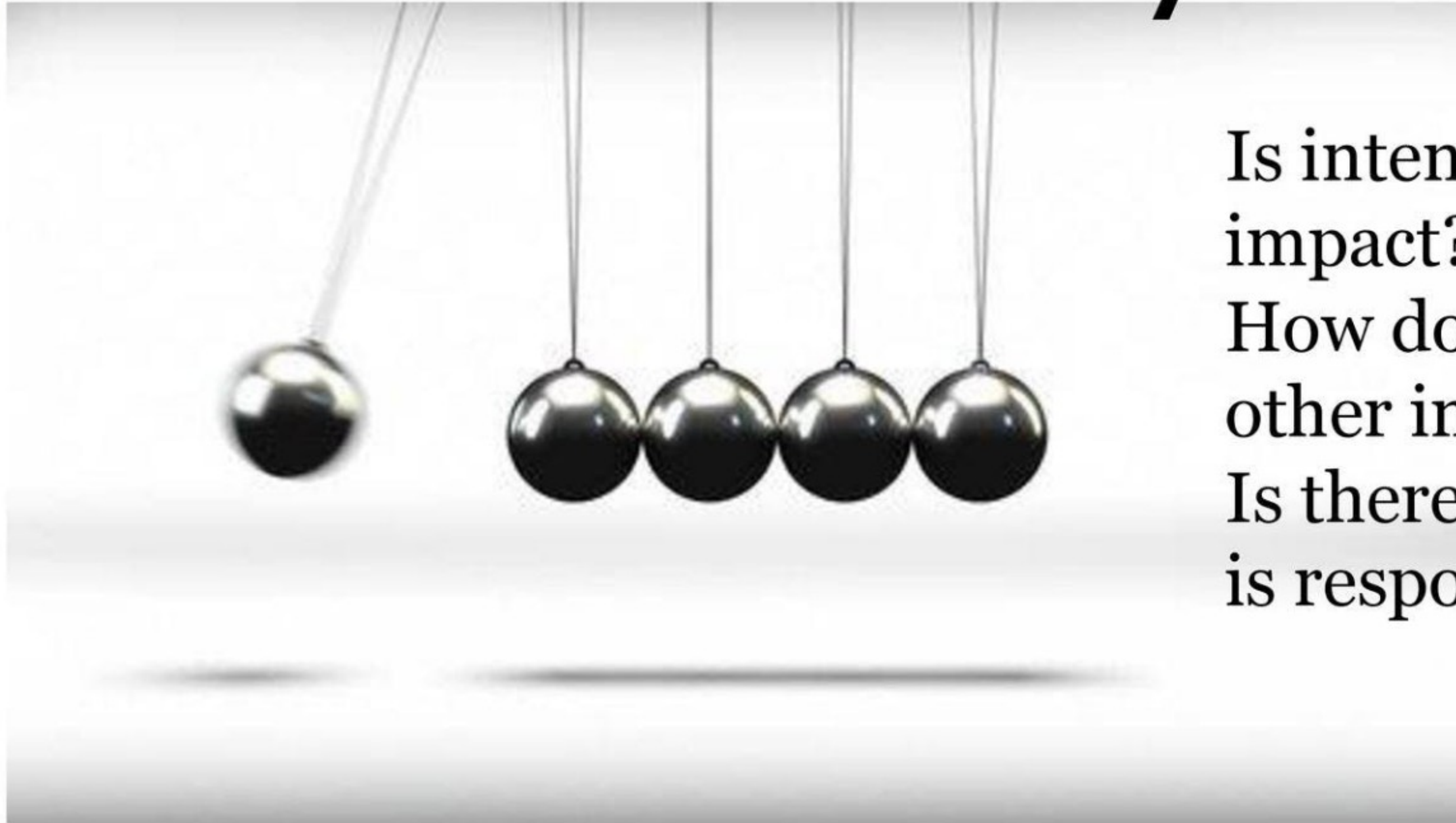
Diversity, Equity, and Inclusion Continuum



WHERE DO YOU THINK YOUR ORGANIZATION IS ON THE CONTINUUM?



Accountability

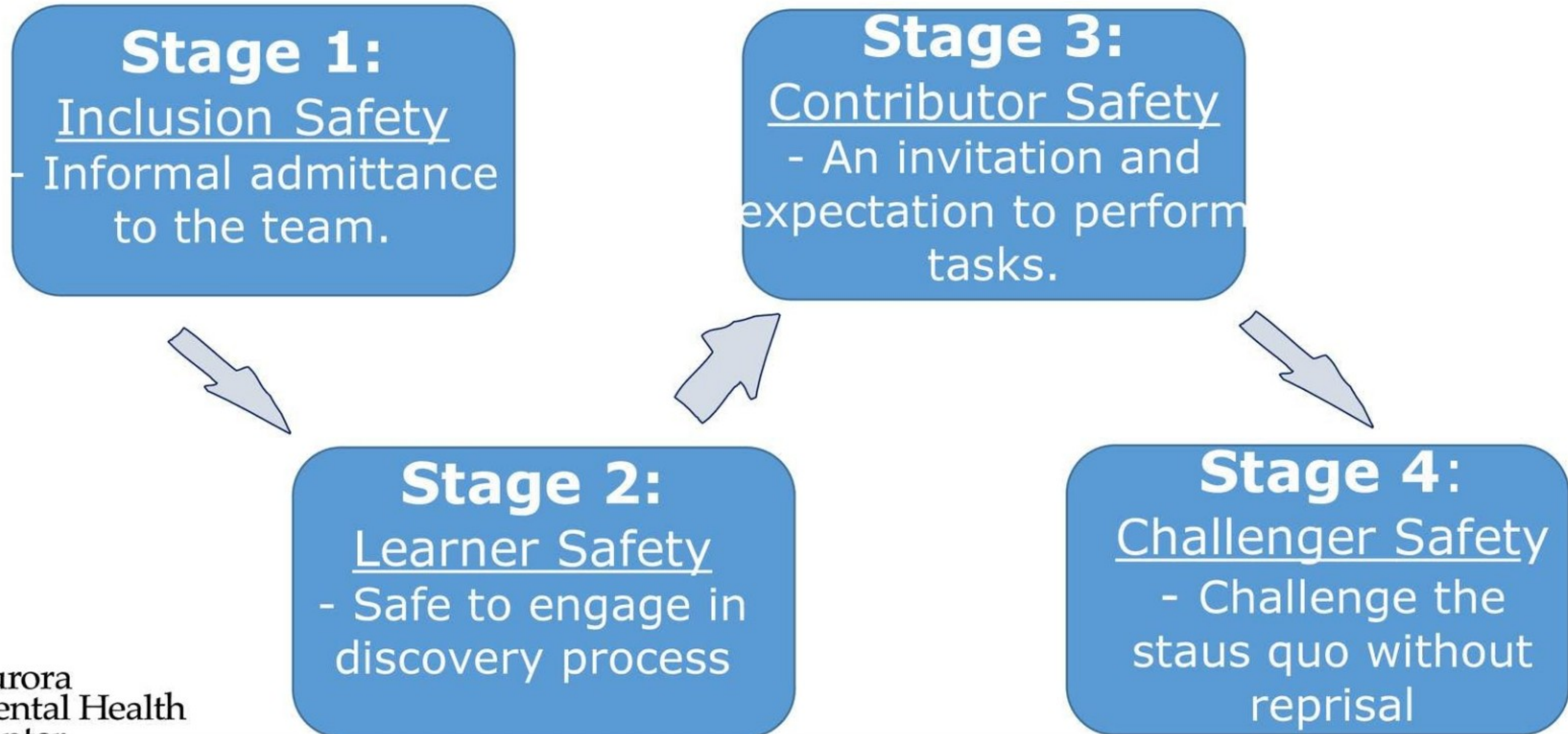


Is intent matched with impact?

How do we support each other in this journey?

Is there transparency on who is responsible?

Four Stages of Psychological Safety



WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

Connecting Circles Effort

What is it?

- A diversity, equity, and inclusion share board.
- Employees are invited to submit:
 - An established activity/practice
 - A previous challenge/experience
 - An idea not yet incorporated into the Center's practice

Connecting Circles Effort

Why incorporate?

- Breaking down silos .
- Leveraging power.
- Advancing feed forward process.
- Building capacity.

Examples of Current Activities

ANTI-OPPRESION
DISCUSSIONS
DURING TEAM
MEETINGS

ROTATING TEAM
LEAD FOR
MEETINGS

BIPOC
DEDICATED
SPACES

MONTHLY
TRAINING ON
DIFFERENT DEI
TOPICS

NOTES "PARTY" FOR
THERAPISTS/CLINICI
ANS

DEI BOOK CLUB

PARTICIPATION
IN CENTERWIDE
ACTIVITIES AS A
TEAM

Examples of Past Experience/Challenges

ADVOCACY FOR
STAFF

POLICY RELATED
TO GENDER NON-
BINARY/TRANS

EHR SYSTEM

RACIAL EQUITY
TRAINING PAUSE

ALL GENDER
BATHROOM
S

DEI RECRUITING
AND HIRING

Examples of Future Ideas

DOOR DECOR

**HEALING
CIRCLES**

MORE ERGs

**DEI
PERFORMANCE
REVIEW**

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

Lunch and learn sessions

Hired DEI director

Book club

Meetings

All positions are posted internally and externally

DEI book club

Pronouns in emails

Monthly Cultural Consultation group

Hired a DEI consultant

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

Training and accountability structures

Intentional DEI conversation in team meetings

Love the DEI book club idea!!!! We want to incorporate in team meeting and add to our team meetings

We are having work groups to express the need for continued improvement efforts

Including EDI lense on all policy decisions

Advocacy in the expansion of language needs

Updating policies

Happy hours virtually Also celebrations of births, birthdays etc...

Banner recognizing different cultures

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

To have it be more than just a "nice look" for the organization

Training opportunities for all staff

Diversity trainings for the BOD

In-depth DEI study group for leadership

Gender Affirming Letter writing policy and training

Monthly Cultural Committee meeting

ERGs, round tables, anonymous surveys asking for feedback, talking about DEI topics in a variety of meetings.

Book club, equity statement, erg, training plan development, changing question on hiring matrix and exit interviews

Include pronouns when introducing self

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

Challenge leaders that don't allow for change

21 day racial equity challenge
Pride month bingo with activities to support LGBTQIA

Pronouns on electronic communicationa

Celebrate cultural holidays

Lunch and learns

Consult group for clinicians who do work with clients that is not English

Movie viewing and discussion

DEI Media Discussions

A Cross functional committee of mix of managers, clinicians and admin to identify and integrate JEDI into the organization.

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

Created an equity statement

Implement culturally competent model of clinical supervision

Providing a space for people to safely share experiences that do not follow DEI policies

Breaking down data by race and gender to identify disparities.

Integrated DEI as a pillar of our business model.

Pronouns in email

We have established a companywide DEI committee with all staff invited.

Inclusion of DEI initiatives on procurement templates

Board training ongoing and dedicated time in each board meeting to discuss DEIJ and how we integrate into our governance model.

WHAT ARE SOME OTHER WAYS YOU ARE INTEGRATING DEI INTO YOUR ORGANIZATION?

Creation of EDI committee

Building a partner community of DE&I thought leaders

Celebrate heritage months with info in newsletter and on intranet

Reactivated our BiPOC employee resource group

Dei interview questions

Discussion of vaccine mandate from DEI lens

Thank You

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