Embracing a Culture of Diversity, Equity, and Inclusion

Topics:
1. DEI – Where to start
2. Embracing diversity – the value of a culturally diverse workforce
3. Community engagement and increased collaboration
4. Latest on COVID-19
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Legal Disclosure:

The Coronavirus pandemic is an ongoing, continuously evolving situation. Northern Light Health encourages everyone to follow federal and state governmental guidance and mandates.

Northern Light Health does not know the particulars of your situation, so the information presented today is general in nature and is based upon Northern Light Health’s own experience, which may or may not apply in your specific situation, and which may be revised as we learn more about the Coronavirus.

Accordingly, following any guidance Northern Light Health presents today in no way guarantees that you, your employees and/or your customers and clients will not contract or spread the Coronavirus.
Ask us questions – give us feedback – this hour is for you

• Please use the chat function to ask your questions at anytime.
DEI – Where to start
Laying the groundwork...

- Maine is not a racially or ethnically diverse state
  - 96% of the population is white
- Celebrate diversity by creating organizational principles (no ‘color-blind’ approach)
  - Culturally literate and respectful of differences
    - Racial, Ethnic, Sexual, Gender
- Self reflection and awakening to the struggles of marginalized groups
  - Good start, more needs to be done
  - Systemic change - workforce is aligned with ideal cultural norms
- Building empathy and supporting courage to do the internal work
  - Often difficult and conversations can be uncomfortable. It’s okay!
- Concept of cultural humility
  - Essential to build trust among colleagues within organization
  - Sustains a culture of belonging and respect for all
Creating a culture of humility:

• Supporting a culture of caring and trust
• Medical equity, racial, and social justice
• Trainings and education
• DEI Council created
  • Reviewing policies and practices
  • Identify ways to support DEI and create trust
• Leadership engagement
  • President and CEO Tim Dentry, “Tim Talk”
    • seeks to “break down barriers, open hearts and minds to diversity, and focus on issues of social and medical justice”
• Diversity and Inclusion Survey
  • 2,000 employees across Northern Light Health
Each of us play a role ...

- To be effective allies, leaders, mentors, and colleagues
  - Examine your own internal biases
  - Understand how privilege and system-level inequities create barriers
- Make diversity training programs available
  - Create shared understanding
    - barriers, challenges, and microaggressions
- Create mission statement
  - Make sure everyone is seen, heard, and empowered
- All employees understand
  - Skills, knowledge, and resources necessary to take action
- Networking and resource availability
  - Maine MultiCultural Center, Literacy Volunteers of Bangor, PICA, Racial Equity & Justice, WIN, MIRC,
Embracing diversity – the value of a culturally diverse workforce
Embracing DEI Work in the Work Force

SLOW YOUR ROLL AND ACT WITH URGENCY

• Awareness
• Acknowledgment
• Aspiration

GET PERSONAL

• Where and how do I need to discover deeper truths?
• What challenges must I candidly acknowledge?
• What do I have the courage and conviction to make happen?

Focus on Intersection of Mental Health and Inclusion

• Anxiety and depression symptoms more than tripled in Black, Latino, Indigenous, and Asian communities this year.

• Employees from diverse backgrounds can face lack of representation, microaggressions, unconscious bias, and other stressors that may impact their mental health and psychological safety at work.

• Employers should ensure that employees from diverse backgrounds have the mental health support they need.

Anxiety and depression symptoms have more than tripled since 2019, with black Americans shoudering the heaviest burden

Percent screening positive for anxiety or depression

Rates of positive screenings for anxiety and depression are published weekly by the Centers for Disease Control and Prevention based on data from the Census Bureau’s Household Pulse survey.
Familiarize Workforce with Resources

- Educate and empower managers to lead on both mental health and inclusion.
- Get grounded in organizational values and workplace culture.
- Be intentional about doing the work.
- Pace yourself: again, slow your roll and act with urgency.

Good Health Is Good Business

www.racialequitytools.org/
Community engagement and increased collaboration
Connecting with your community...

- Long history of working with diverse communities
  - Community Health Outreach Workers (CHW)
- Cultural Research Guide
  - Focus groups in top 12 communities
- Flu Clinics, Preventive Screening, Health Education, and Service
- COVID response to Housing Authorities and Shelters
- Reconsider our approach using the lens of equity
Creating community partnerships

**EQUALITY**

**EQUITY**
Mass vaccination clinics...

- Open with guidance from diverse leaders and partner organizations
- Identify, formal and informal leaders
- Alternative enrollment processes
- Identify, cultural brokers
  - multiple communities and organizations
  - help register as well as solicit feedback
- Targeted outreach and education
  - to promote vaccine confidence
Promoting vaccine confidence
Multilingual communications

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Bienvenue
Kusoo dhawow
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COVID-19 – addressing equity and access
Maine crosses a milestone!

50% of Mainers over age 16 received at least one vaccine dose

- leading the nation in percent of population vaccinated

By the numbers

- 1.09M Total doses
- 434K fully vaccinated
- 32% fully vaccinated

Good Health Is Good Business
Community immunity...

How it happens and how you can help:

• 80% or more of adults are fully vaccinated
• Encourage those you know to get vaccinated
• Slots available across the state!
  • [https://www.maine.gov/covid19/vaccines/vaccination-sites](https://www.maine.gov/covid19/vaccines/vaccination-sites)
  • [https://covid.northernlighthealth.org/](https://covid.northernlighthealth.org/)
Vaccines... the next BIG thing

• Latest on Johnson and Johnson

Seek medical care urgently if you develop any of the following symptoms:

• severe headache
• backache
• new neurologic symptoms
• severe abdominal pain
• shortness of breath
• leg swelling
• tiny red spots on the skin (petechiae)
• new or easy bruising

• Younger are eligible
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Tools and resources you can use:

https://northernlighthealth.org/Resources/Safe-Return-to-Business

Diversity, Equity, and Inclusion Council Activity

Our task report reached initiatives for the council over the past year. This report provides updates on three initiatives:

1. **Education**: Our Fondue Fundamentals training is an online, interactive tool designed to increase awareness and provide hands-on activities. This training is currently offered to all employees, and we hope to expand it to more individuals in the future. We will continue to collect feedback and make improvements as necessary. This report provides an update on this initiative.

2. **Policy**: We have been working on developing a new policy on diversity and inclusion for our organization. This policy is currently under review and will be finalized in the coming months. This report provides an update on this initiative.

3. **Black History Month**: We have been celebrating Black History Month with a variety of events and activities. This report provides an update on the initiatives for this month.

**Diversity, Equity, and Inclusion Update March 2021**

**Introduction**

We have made progress in our efforts to promote diversity, equity, and inclusion in our organization. In this report, we will discuss our progress and highlight areas for improvement.

**Tools and Resources**

- **https://northernlighthealth.org/Resources/Safe-Return-to-Business**
- **Good Health Is Good Business**

**Black History Month**

We have been celebrating Black History Month with a variety of events and activities. Here are some highlights:

- **February 13**: We hosted a virtual event titled "The Legacy of Black Leadership: A Conversation with Dr. Martin Luther King Jr."
- **February 20**: We celebrated "The Power of Love: A Conversation with Friends and Family of Dr. Martin Luther King Jr.", featuring a panel discussion with community leaders and activists.
- **February 27**: We hosted "The Impact of Black Creatives: A Conversation with Artists and Activists".

**Podcast Report**

**The Tim Talk Podcast**

The Tim Talk Podcast is a series of interviews with local leaders and community members. Each episode features a conversation with a guest who shares their personal experiences and insights on various topics related to diversity, equity, and inclusion.

**Familiarize Workforce with Resources**

- **Educate and empower managers to lead on both mental health and inclusion.**
- **Get grounded in organizational values and workplace culture.**
- **Be intentional about doing the work.**
- **Use yourself: again, allow your roll and act with urgency.**

**Inclusive Videos to Promote Vaccine Equity**

- **Good Health Is Good Business**
- **Feb 22, 2021**
Join us Thursday, May 6: What are the top 5 reasons for getting vaccinated?
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