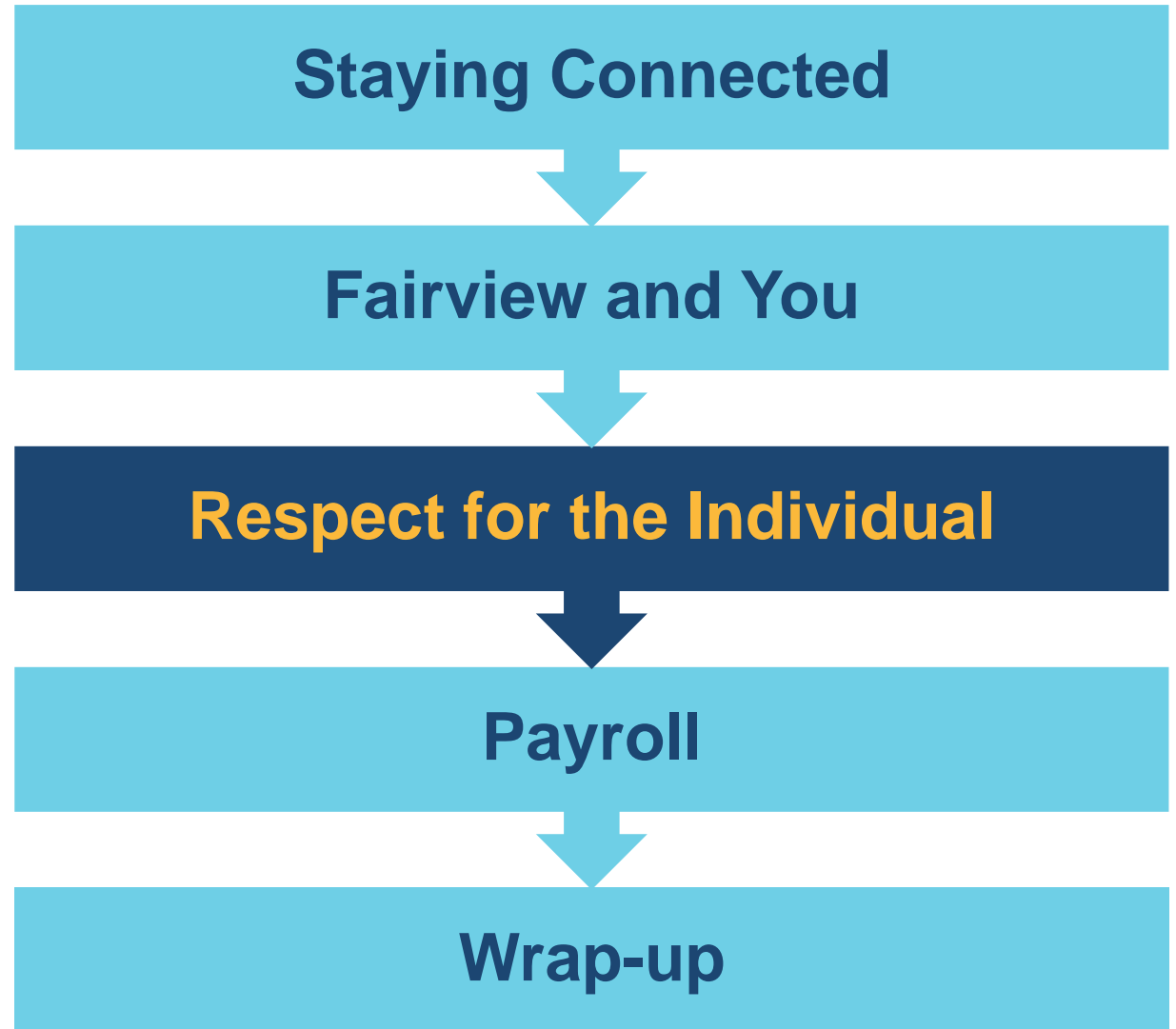


Respect for the Individual

Afternoon webinar



Diversity, Equity, & Inclusion

There are many differences and similarities among our employees and patients that affect how we live and work together.

Diversity, Equity, and Inclusion

Includes but is not exclusive to:



Race

Color



Body Shape and Size

Capability



Sex

Gender



Ethnicity

Primary Language



Disability

Socioeconomic Status



Gender Identity

Gender Expression



Age

Job Level



Wealth

Religion and Spiritual Beliefs



Sexual Orientation

Education

M Health Fairview's DE&I Philosophy



M Health Fairview is committed to building a system where ALL members of our workforce and community are treated with dignity and respect and ALL patients receive the highest levels and quality of care.”

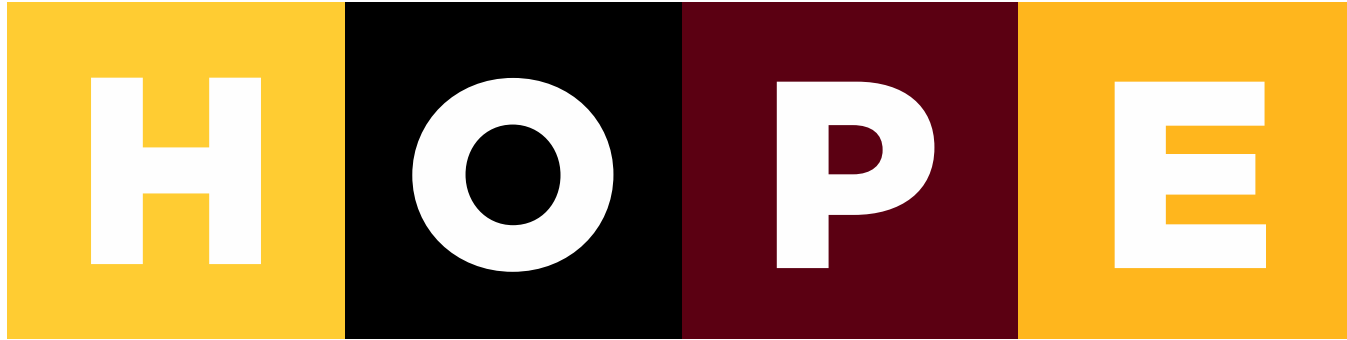
Individually and as a team, we do what's right for each other, our patients, and our communities.

Organizational Initiatives

Through initiatives across Fairview, we help people:

- understand and value these differences and similarities to best work together.
- Meet the needs of the patients and communities we serve.





HEALING

OPPORTUNITY

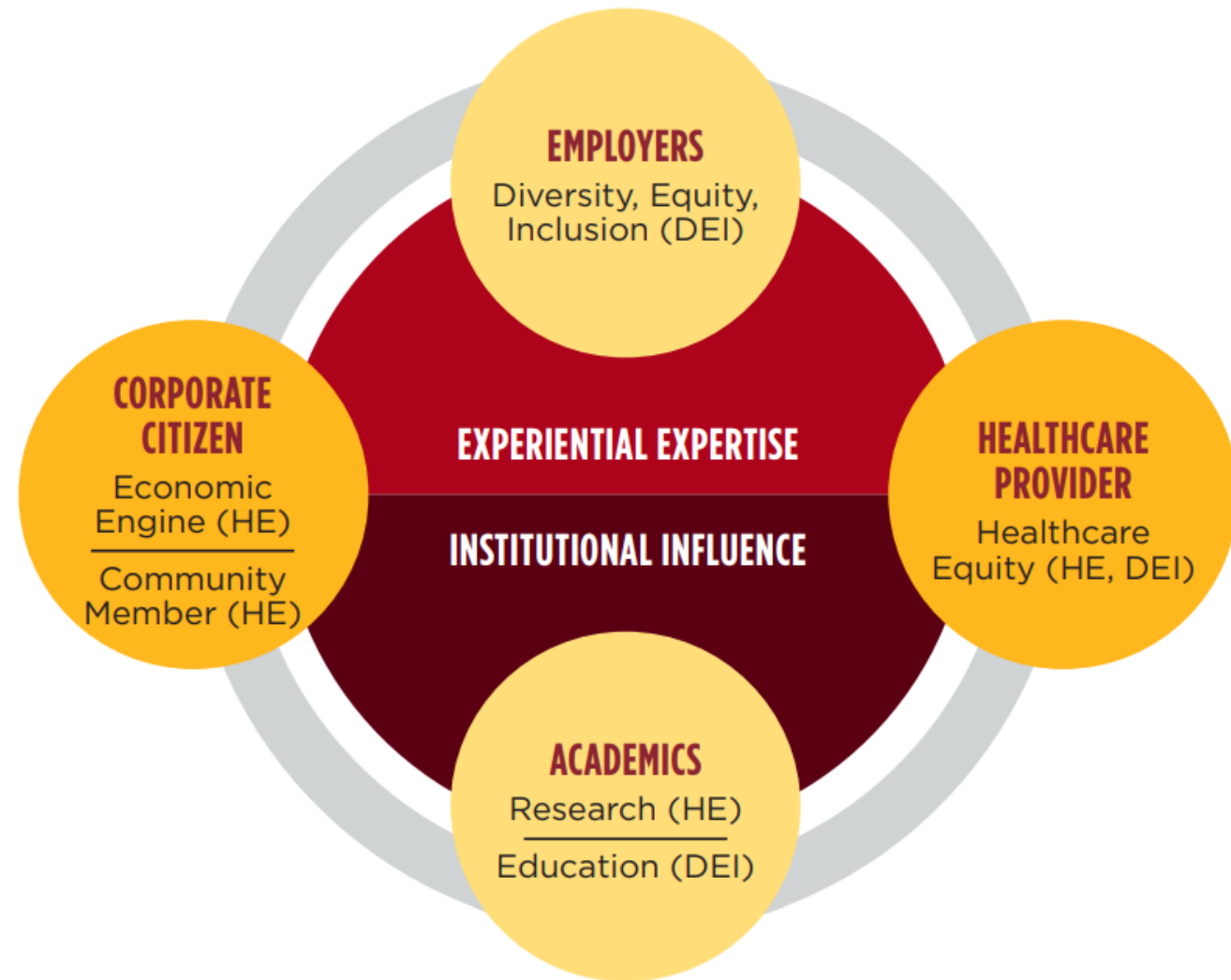
PEOPLE

EQUITY

HOPE Commission

Group that will continue our work dismantling systemic racial and gender discrimination in healthcare.

Advancing Health Equity (HE) and Diversity, Equity, and Inclusion (DEI) Through Key Areas of Focus



2023 Report

Self ID Campaign

- Help us understand who we are as a system,
- How to better support our employees,
- Make lasting positive impacts for our employees and patients.

This information is voluntary and is for our system's purposes only and will not be shared with federal or state agencies.

How do I add my information?
By logging into [Lawson](#)

Where do I learn more?
Visit the [Self-ID Campaign Intranet site](#).



Demographic areas include:

- Ethnicity
- Language
- Gender Identity
- Personal Pronouns
- Sexual Orientation
- Marital Status

Choose from 9 Options

- She/Her
- She/They
- He/Him
- He/They
- They/Them
- He/She/They
- No Pronouns
- Use My Name
- Ask Me My Pronouns



Team Member Pronoun Badges

System-wide initiative where members and allies of the LGBTQIA2S+ community can foster and cultivate an inclusive and diverse culture at M Health Fairview

Available to all M Health Fairview team members, at **no cost!**

Employee Resource Groups (ERGs)

What are they?

Voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace.



FACILITATORS OF UNITY & STRENGTHENERS OF INCLUSIVITY OF NURSING



Employee Resource Groups

What do they do?

**Community
Connection**

**Organizational
Impact**

**Focus
Areas**

**Meaningful
Change**

**People
Development**

Building and Inclusive Workplace

Education

- Team development classes
- Webinars

Resources

- Team discussion guides
- E-learnings
- Articles

Building an Inclusive Workplace

Education


- Team development classes
- Webinars



PERSONAL DEVELOPMENT

Build Your Cultural Intelligence

This session provides you with the skills to be effective and inclusive when working with cultures different than your own. You will explore your capabilities and awareness related to how you think, feel, and behave.


 60 minutes



PERSONAL DEVELOPMENT

Recognizing and Responding to Microaggressions

Microaggressions are everyday subtle interactions or behaviors that communicate some sort of bias toward another person or group. They can be intentional or unintentional and sometimes even well-meaning. In this webinar, you'll explore the meaning of microaggressions and build skills for responding whether you are a recipient, source, or witness.


 60 minutes



PERSONAL DEVELOPMENT

Understanding Implicit Bias

Learn how implicit bias and microaggressions impact our patients, our customers, and each other. This session will provide guidance in determining what your individual implicit biases are, how they are formed, and how to address them.

 60 minutes

Building an Inclusive Workplace

Resources

- Team discussion guides
- E-learning
- Articles

- Team discussion guides
- Learning Handouts
 - Black Lives Matter
 - Grounding in Diversity, Equity, and Inclusion
 - Implicit Bias
 - Understanding Systemic Racism
 - The Responsibility of Privilege

Building an Inclusive Workplace

RESOURCES

- Team discussion guides
- E-learning
- Articles

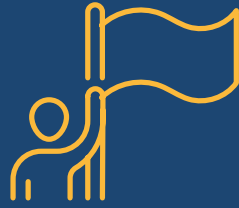
- Benefit Tutor Program
 - A program that educates front line staff to help their peers learn about changes and updates to employee benefits.
 - They help with technology, language, and benefits jargon.
 - Contact the Employee Service Center (ESC) for details

Building an Inclusive Workplace

RESOURCES

- Team discussion guides
- E-learning
- Articles

- Culturally Competent Care Resources
 - The Stratis Health organization
 - Multilingual health materials
 - Refugee health resources
 - Language services
 - » Intranet – language services
- Key Equity Resources:
 - Discrimination is Against the Law,
 - Patient Bill of Rights,
 - Equal Visitation



America's Greatest Workplaces for Diversity

★ ★ ★ ★ ★
AMERICA'S
GREATEST
WORKPLACES
FOR
DIVERSITY
2023

Newsweek.

PLANT-A 
INSIGHTS GROUP

Building and Inclusive Workplace

ODandL.org- Developing Myself

The screenshot shows the ODandL.org website. The top navigation bar includes 'Quick Links: Change Management, Consultation Services, Fairview Commitments, Instructor-Led Learning'. Below this, there are links for 'New Employee Welcome', 'Team Member', 'Leader', and 'About OD&L'. The main heading is 'Diversity, Equity, and Inclusion' with the subtext 'Extend your understanding and model anti-racist and inclusive practices.' Below this is a section for 'Instructor-Led Webinars' with the text 'Develop your skills by registering for one or more of our webinars. All sessions are virtual and led by our webinar offerings by visiting our [Instructor-Led Webinars](#) page.' Three webinar cards are displayed, each with a title, description, and a 'PERSONAL DEVELOPMENT' tag.

Diversity, Equity, and Inclusion
Extend your understanding and model anti-racist and inclusive practices.

Instructor-Led Webinars
Develop your skills by registering for one or more of our webinars. All sessions are virtual and led by our webinar offerings by visiting our [Instructor-Led Webinars](#) page.

- Build Your Cultural Intelligence**
PERSONAL DEVELOPMENT
This session provides you with the skills to be effective and inclusive when working with cultures different than your own. You will explore your capabilities and awareness related to how you think, feel, and behave.
- Recognizing and Responding to Microaggressions**
PERSONAL DEVELOPMENT
In this webinar, you'll explore the meaning of microaggressions and build skills for responding whether you are a recipient, source, or witness.
- Understanding Implicit Bias**
PERSONAL DEVELOPMENT

Fairview Intranet- Resources- DEI

The screenshot shows the Fairview Intranet website. The top navigation bar includes 'Intranet Home', 'About Us', 'Clinical Teams', 'Business Services', 'Resources', 'Apps', 'Learning & Development', 'Benefits & Services', 'Leaders', and 'Top Links'. Below this, there is a 'Fairview' section with a dropdown menu for 'Fairview Diversity, Equity & Inclusion'. The main content area is divided into several sections: 'Team Discussion Guide', 'Learning Handouts', 'Black Lives Matter', 'Grounding in Diversity, Equity and Inclusion', 'Understanding Systemic Racism', 'The Responsibility of Privilege', and 'Understanding and Addressing Implicit Bias'. A 'Supporting Resources' section is also visible at the bottom.

Fairview Fairview Diversity, Equity & Inclusion

- Home**
- Culturally Competent Care
- DEI Team & Contact
- Employee Resource Groups
- Employee Resources
- Healing for Justice & Equ...
- Holidays
- Recorded Learnings
- Self-ID Campaign
- Pronoun Badges
- Spring Holidays Inc. Ram...
- Recycle bin

Team Discussion Guide
Talking about diversity, equity, and inclusion topics can be tough. Use this team discussion guide alongside any of the learning handouts to build confidence as you prepare to lead these important conversations.

Learning Handouts
We've created learning handouts in areas important to our organization. Each handout includes definitions, examples, and discussion questions that can be used alongside the team discussion guide.

- Black Lives Matter**
Understand the history behind the movement, what it means, and how we can get involved.
- Grounding in Diversity, Equity and Inclusion**
We hear these words – diversity, equity and inclusion – all the time, but what do they really mean?
- Understanding Systemic Racism**
Learn about systemic racism, its presence in healthcare, and how it impacts the patient and employee experience.
- The Responsibility of Privilege**
Explore types of privilege, identify your own privilege, and describe how privilege can be used to help others.
We recommend pairing this handout with the [Identity, Culture, and Privilege activity](#) (also linked on the right).
- Understanding and Addressing Implicit Bias**
Learn about implicit bias, how biases are formed, and the different characteristics that are subject to implicit bias.
To build your skills in addressing and responding to implicit bias, we recommend taking the following two webinars ([register here](#)):
 - Understanding Implicit Bias
 - Recognizing and Responding to Microaggressions

Supporting Resources

Applications & Resources

How to access the applications and their links will be in your afternoon email

Intranet / SharePoint

Fairview's Homepage

Find links to Lawson and My Time and discover Fairview news, policies, and resources

Lawson

Employee Self-Service System

Access your pay statements, tax withholdings, set up direct deposit, and add your personal information

MyTime

Time Keeping System

Approve your timecard, submit time off requests, and view your PTO / SST accruals