



UConn Health™ IN SCIENCE LIVES HOPE.

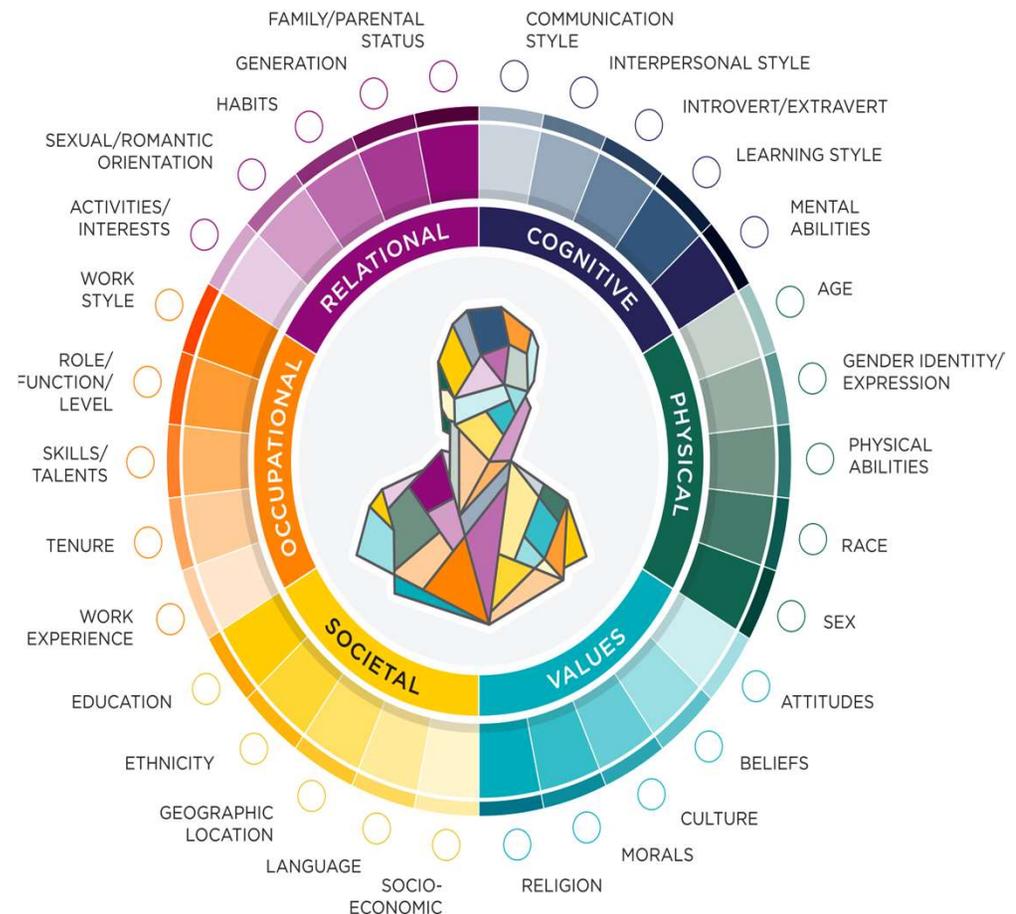
Office of Diversity,
Equity and Inclusion

Common Definitions

Diversity is all of us

Our dimensions of diversity

- There are **MANY** dimensions of diversity.
- Each of us has a “wheel” that uniquely makes up who we are.
- Knowing and understanding another’s wheel, helps to foster better working relationships, and creates a culture of inclusion.
- Intersectionality



Diversity, Equity and Inclusion

COMMON DEFINITIONS

Diversity - Fact

- Broadly defined & includes all the dimensions of how we identify and connect with each other either in visible (gender, ethnic, cultural, racial) or less visible (religion, sexual orientation, job level, organizational expertise, etc.) ways. It is a fact.

Equity (process)

- Equity is the guarantee of fair treatment, access, opportunity and advancement for all employees, leaders and clinicians while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups

Inclusion – The Act and Intentional

- Creating an environment in which everyone feels valued, respected and appreciated.

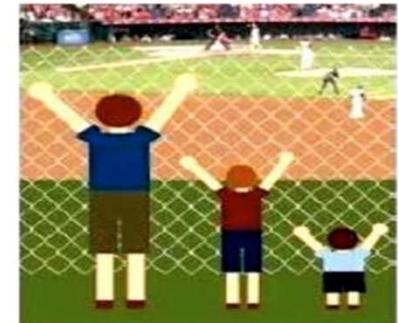
Equality



Equity



Inclusive design



Diversity, Equity and Inclusion

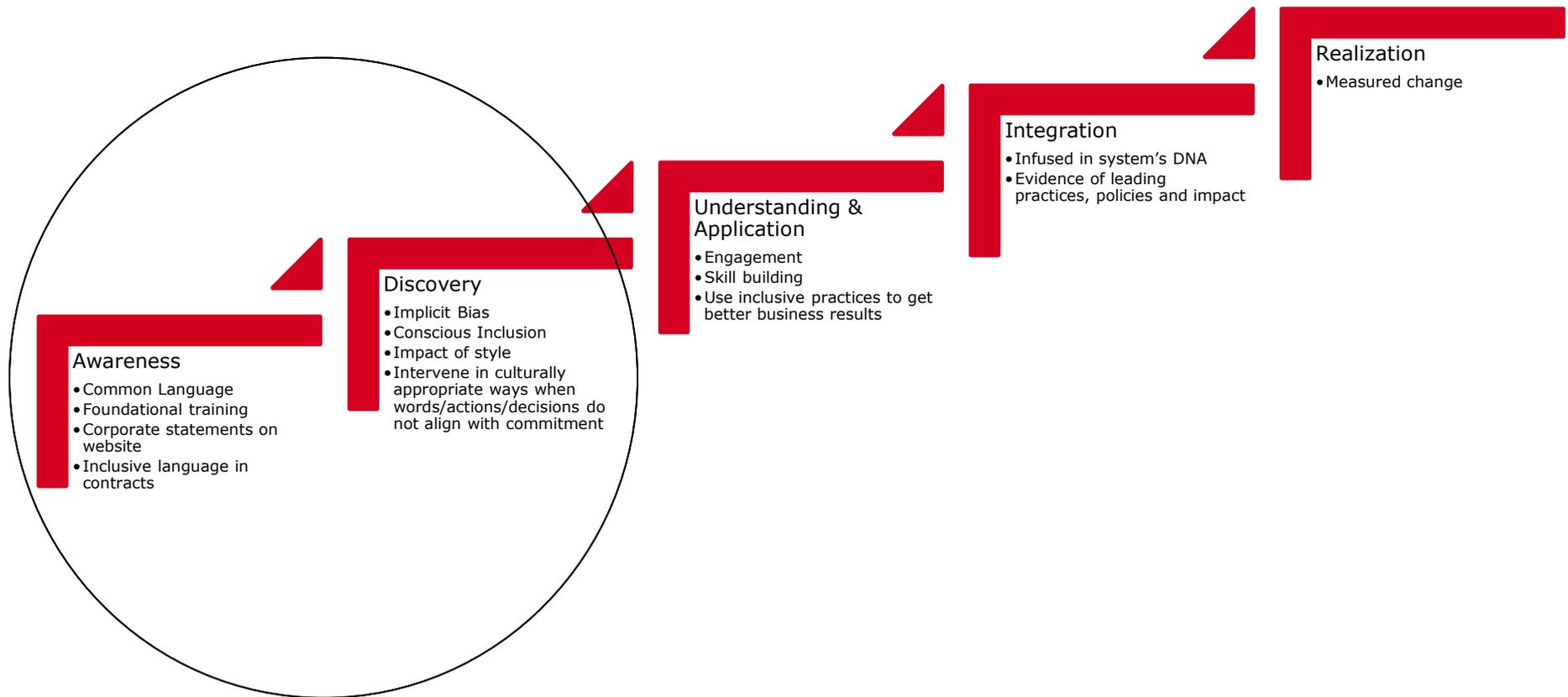
Vision and Strategic Priorities

We are committed to providing an environment of inclusion that supports the diversity of our associates, patients, visitors, suppliers and communities.



DIVERSITY & INCLUSION JOURNEY

Where is your team /organization?



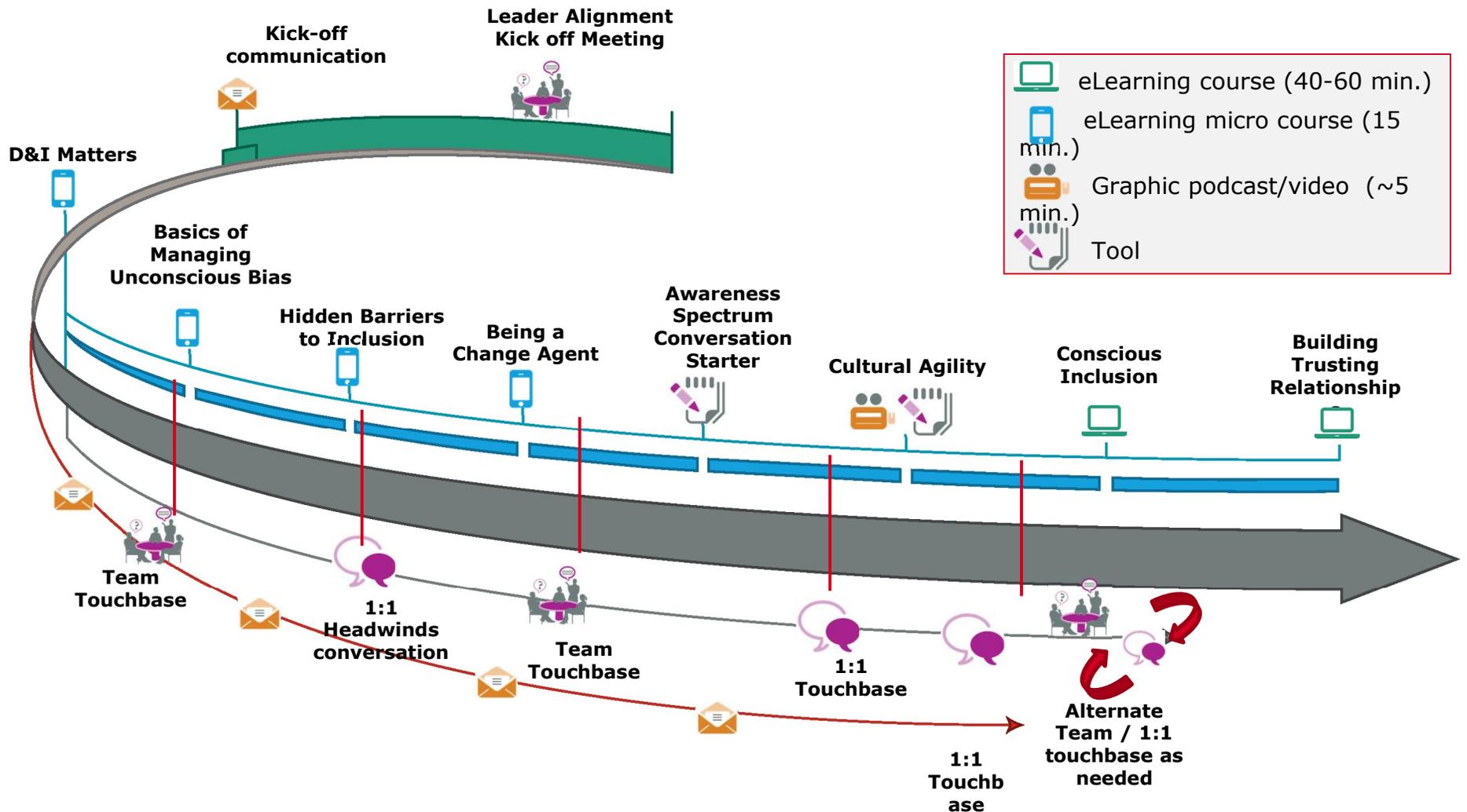
Early Adopters - eLearning

Elearning early adopter roles

- Please note that the courses have not yet been customized to healthcare, nor are they branded for UC Health
- **Roles**
 - *Executive Sponsor*: Senior leader that has chosen to have their intact team participate in the Early Adopters eLearning pilot program
 - *Inclusion Champion*: Leader selected by the executive sponsor to be the main point of contact with the Office of Diversity, Equity & Inclusion
 - *Chief Diversity, Equity & Inclusion Officer*: Jeanetta Darno will engage with the executive sponsor and delegate to determine timeline
 - *Senior Director*: Main point of contact throughout the course of the pilot, from beginning through completion, Provides assistance for employees missing course assignments, etc.
- **For assistance:**
 - *Technical*: Call the IS&T Help Desk (513)585-6972. This enables us to track issues and run reports
 - *All other questions*: Please send an email to IN@UCHealth.com

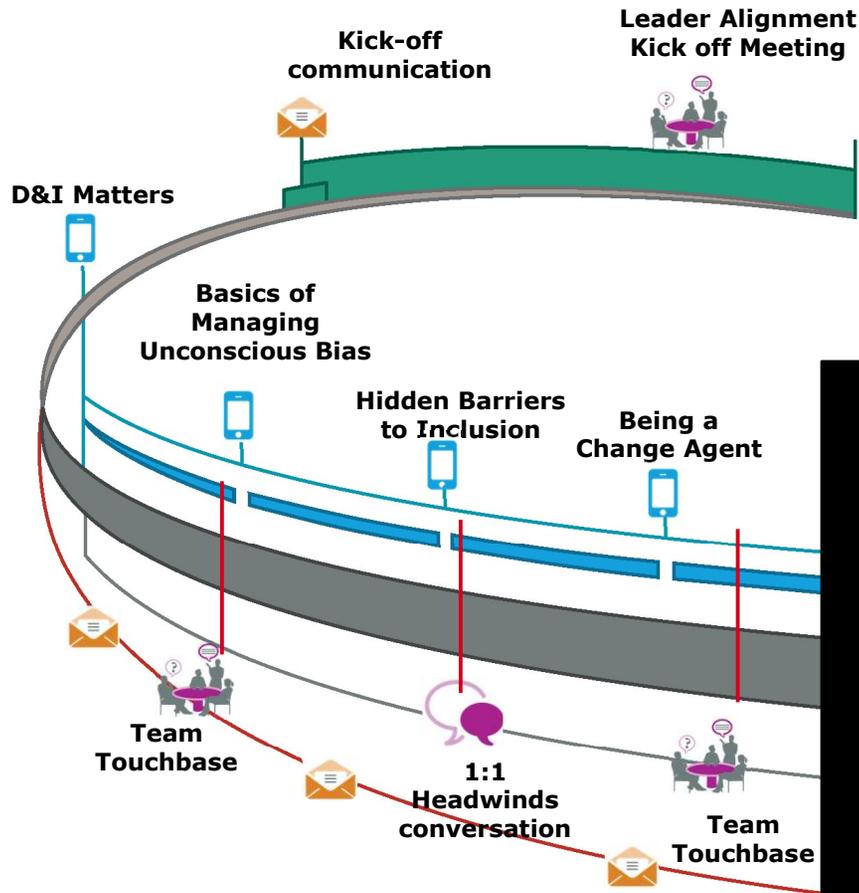
UC Health DEI Learning Journey

Launching elearning curriculum



UC Health DEI Learning Journey

Launching elearning curriculum



	eLearning course (40-60 min.)
	eLearning micro course (15 min.)
	Graphic podcast/video (~5 min.)
	Tool

EARLY ADOPTERS

LAUNCHED WITH FIRST 4 COURSE

LEVEL 1 – AWARENESS

GOAL – 85%

UC Health DEI Learning Journey Timeline

Date	Action	Time Commitment	# Impacted	Assignments
	Ask questions, share information and generate questions	Ongoing		
7.21.21	Communication to team members about upcoming eLearning that the team will experience together;	10 – 15 minutes	All employee	Inclusion Champions
Proposed 7.28.21	Early Adopters Executive Kick-Off Meeting	30 – 45 minutes		DEI to walk through entire process; expectation and follow up
Proposed time 6 weeks- 8.9.21 to 9.20.21 8 weeks- 8.9.21 to 10.4.21	Launch 4 eLearning modules to all team members 1. D&I Matters 2. Basics of Managing Unconscious Bias 3. Hidden Barrier to Inclusion 4. Being a Diversity & Inclusion Change Agent	45 – 60 minutes Total eLearning time commitment	All employees	After employees complete eLearning modules, it's encouraged for leaders to support inclusion by discussing and documenting the following during their huddles about the modules: We suggest leaders use the key learnings referenced in each module to include in huddle notes or call
TBD	Mid Point Completion report and reminders Will be sent (last 3 weeks of pilot) to: Dr. Edje - Executive Sponsor Inclusion Champion	Varies depending on size	all employees	Link provided via email to identified employees Reports will be sent on the below dates:
TBD	Share results with executive sponsor & inclusion champion	45 – 60 minutes	All employees	DEI to provide report via email
TBD	Meeting: Ground water (optional) –date and time and details to follow	3 hours	varies	

Course Info

Diversity and Inclusion Matters	Get a solid foundational understanding of what diversity and inclusion are and why they matter to results-oriented organizations and their team members. This micro-course also helps learners to recognize the practical implications of D&I with memorable workplace examples and exercises that explore how the individual's personal diversity impacts them at work. The downloadable Resources section then gives learners some tools to begin recognizing D&I at work and positioning themselves to use it to increase their effectiveness.	15 minutes
Basics for Managing Unconscious Bias	Unconscious biases enable each of us to make quick judgments, but how can we manage them, if needed, when we are not conscious of those biases? This micro-course uses a series of activities to help learners understand how unconscious biases impact our attitude, behavior, and engagement. It then focuses on three ways each individual can promote inclusion at work to counteract unproductive biases – including an emotional intelligence skill they can use anytime. The downloadable Resources section contains job aids for applying the three inclusion-promoting approaches at work.	15 minutes
Hidden Barriers to Inclusion	Even if many individuals behave inclusively at work, there are invisible forces and dynamics that are barriers to inclusion and an organization's performance. This micro-course reveals four of the most common barriers (or "headwinds") to employee productivity and engagement, and a major dynamic that impedes talent development. The course includes exercises and materials to help employees and their managers to collaborate and counteract these hidden barriers. The course also introduces common D&I initiatives that companies use to overcome these hidden barriers so learners can participate in and strengthen such initiative in their own company.	20 minutes
Being a Diversity & Inclusion Change Agent	"Inclusion Change Agents" are essential for building and maintaining a diverse and inclusive culture in any organization, and this micro-course helps learners to identify how they can act as one. It clarifies the three main things Change Agents do, and it uses self-surveys to assess learner's current use of best practices for interacting inclusively with others, and how inclusively they perform at work more broadly. Learners then use that information in an interactive planning exercise to determine how they will develop their opportunity areas. Learners are encouraged to take the other three Diversity & Inclusion courses in the series before this course because action planning refers to skills they explain.	10 minutes



Thank you!

Please direct any questions to

IN@UChealth.com