On the Shoulders of Giants: Developing Leaders through Diversity, Equity and Inclusion (DE&I) Collaborations

November 10, 2022

Webinar Sponsored by AUPHA and NAHSE
Presenters and Co-Moderators

Faculty

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• Donne Nguyen, MSHSM, Rush University,
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• Alicia Smith, MHA, The Ohio State University, Consultant,
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Session Learning Objectives

After attending this session, participants will be able to:

• Describe strategies used and lessons learned by academic programs to advance DE&I in their institutions through collaborations with alumni, health care organizations and professional associations

• Create an action plan consistent with their organization’s DE&I initiatives to build collaborations through stakeholder engagement
Agenda

• Introductions and Context (15 minutes)
• Breakout Room Discussions (25 minutes)
• Debrief/Sharing (20 minutes)
Some Common Definitions...

• “Diversity” means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities.¹

• “Equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.¹

• “Inclusion” means the recognition, appreciation, and use of the talents and skills of employees [and students] of all backgrounds.¹

• Diversity, Equity and Inclusion (DE&I) collaborations are actions taken by diverse entities to prioritize building a talent pool representative of the community and creating an environment that is equitable and inclusive for everyone.

Collaborations: Effort and Impact

Effort
- Low
  - Attending DE&I and/or Networking Events
  - Professional Association Membership
- Medium
  - Guest Speaker
  - Admissions Interviews
  - Resume Review
  - Mock Interviews
- High
  - Advisory Board or Committee Member
  - Case Comp Support
  - Host Facility Tour and/or Education Session

Impact
- High
  - 1:1 Mentoring
  - Sponsorship
  - Adjunct Teaching
  - Executive-in-Residence
  - Volunteerism
- Low
  - Internship Preceptor
  - Capstone Project Sponsor
Breakout Sessions
Breakout Session Discussion Topics

• How are you engaging alumni, practitioners, and/or professional associations to support DE&I efforts for students in your organization?

• What do you see as opportunities with the highest impact?

• What has worked well for your program? What has not worked?

• In what ways has the shift to increased virtual options created opportunities or barriers for engagement?
JAMBOARD

- Click on link in chat
- Go to page for your “room”
- See questions/instructions
- Record

Click on numbers, use arrows to navigate to your page

Click on sticky note to capture content, move around as necessary!
Report Outs
Additional Resources

• AUPHA (https://www.aupha.org/)
• NAHSE (https://www.nahse.org/)
• NALHE (https://www.nalhe.org/)