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Diversity, Equity and Inclusion Awareness

Learning Objectives

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Catholic Medical Center is committed to healthy discussions and action throughout our system and communities. We believe it is important to build our own awareness, first, in order to effectively engage in forwarding positive actions. This initial required training is intended to **provide baseline awareness for our employees**.

At the conclusion of this training you will be able to:

1. Define diversity, equity and inclusion
2. Apply our organization's mission and values to the topic of diversity, equity and inclusion

Definition: Diversity

The wide variety of shared and different personal and group characteristics among human beings.

Diversity includes many characteristics that may be visible such as race, gender, and age, and it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, job function, life experience, life style, sexual orientation, gender identity, geography, regional differences, work experience, and family situation that make us similar to and different from one another.

Source: UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.

Definition: Equity

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The process of being treated fairly and impartially

Regardless of visible or less noticeable characteristics of an individual;. there is objectivity, just treatment, and neutrality.

Source: UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.

Definition: Inclusion

Providing equal opportunity to all people to fully engage themselves in creating an environment and a cultural attitude **whereby everyone and every group fits, feels accepted, has value, and is supported by a foundation built on trust and mutual respect.**

Source: UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms.

Diversity, Equity and Inclusion

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- All 3 are essential to our culture and organization, confirming our core values of compassion, human dignity, respect, excellence, and patient centered care
- Diversity is the culmination of characteristics that make each person unique, while equity and inclusion ensure those unique voices are a value add to the conversation and the team
- One without the others is insufficient for creating the inclusive and respectful environment we strive for

Engaging in Respectful Conversations about Diversity, Equity and Inclusion

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1. Don't underestimate the impact of your words on others – be willing to apologize and learn for next time
2. Your intentions are not the same as the impact felt by others – recognize how you made someone feel and avoid justifying or explaining your words
3. Never explain away someone's lived experience – take their word for it and let them explain how they feel, if they are comfortable doing so
4. Don't give up – remember that building bridges with one another is work that belongs to all of us

Source: Be the Bridge, bethebridge.com

Equity and Inclusion in CMC History

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One of the predecessors of CMC, Sacred Heart Hospital, opened in Manchester in 1892. It was common in those days to deny patients care based on their race, ethnicity, or religious affiliation.

At the hospital dedication (as the story goes), **Bishop Denis Bradley was asked what the admission requirements were**. Bishop Bradley answered,

"None — except, of course, to be sick. The hospital makes no distinction of color, race or creed."

CMC's Healthcare Equality Statement

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CMC condemns racism in our nation and will always strive to address racial injustices in our health care system and our community. CMC supports our providers, staff and leadership working together to promote equality and reject racism. We are committed to providing health, healing and hope to everyone who seeks our care.

CMC reaffirms its core values of compassion, human dignity and respect to all. We will strive to continuously improve diversity, equity and inclusion. We remain committed to healthy discussions and action throughout our system and communities.

CMC does not exclude people or treat them differently because of race, color, national origin, age, disability or sex.

Our Ongoing Commitment

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1. Continued and ongoing learning and development opportunities, available to leadership, employees and medical staff

2. Engaging employees across the organization

3. Continued and ongoing communications and messaging to reinforce our efforts and underscore our commitment

Interested in getting involved? Send an email to emily.Gaudette@cmc-nh.org to discuss involvement opportunities for employees and medical staff across the organization

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To continue, please click on the "Take Test" button at the top of the screen.