

UW-MADISON
DIVERSITY FORUM 2022

Racism? Not in Our House!

Shiva Bidar-Sielaff

Vice President, Diversity, Equity and Inclusion & Associate Dean of Diversity and Equity Transformation

Naomi Takahashi

Director, Diversity, Equity and Inclusion

Afra Smith

Diversity, Equity and Inclusion Consultant

Learning Objectives



Discover the integrated DEI Department at UW Health and SMPH



Explain the UW Health DEI Program Strategic Plan strategies and vision



Discover some of our key DEI initiatives

Role of the Office of Diversity and Equity Transformation

01

Lead

Provide overall strategic leadership, direction and coordination of DEI practices.

02

Coordinate

Triage, oversee and promote effective DEI-related collaborative efforts across the school and UW Health.

03

Accelerate

Advance measurable progress by composing high-impact and effective DEI innovation across our missions through transformation.

Serving Both SMPH and UW Health, our aim is to be:

01

Targeted

Focusing on specific strategies that are integrated and aligned across the organization to allow intentional, systemic change.

02

Streamlined

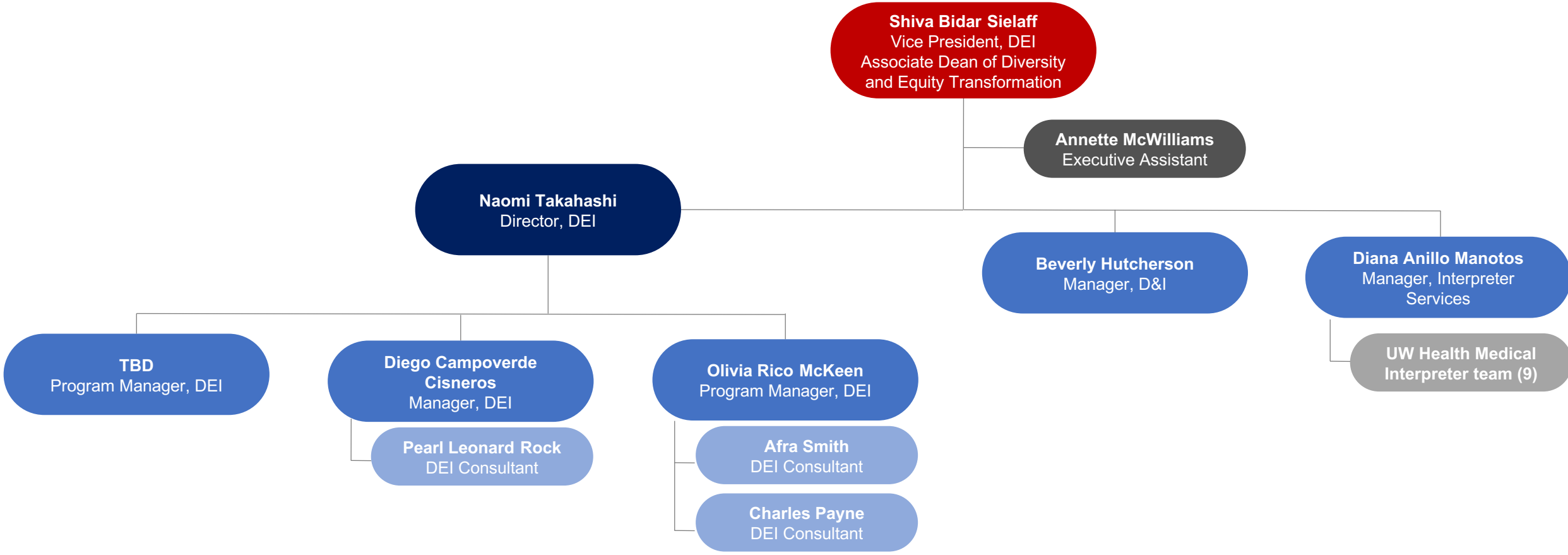
Breaking down siloed work and connecting across the system to develop strategic and transformative approaches.

03

Impactful

Placing organizational attention in key areas including advancing diversity, equity and inclusion efforts that engage staff, and actions to advance DEI in clinical and basic science departments, institutes, centers, and programs.

Integrated DEI Office and Interpreter Services



Background

DEI declared foundational competency in UW Health's Strategic Plan



FY2021



Investment in internal DEI infrastructure



October 2021

Integrated UW Health/SMPH DEI office formed



FY23-FY25 UW Health DEI Program Strategic Plan approved

December 2021



January 2022

UW Health Implementation Team formed

3-year *system-wide* DEI Program Strategic Plan for UW Health-WI and UW Health-NIL will:

1

Build on the FY2021 effort and align with the UW Health enterprise strategic goals

2

Apply to ***all departments*** as we look to build DEI as an organizational foundational competency

3

Align initiatives and enhance collaboration throughout the system

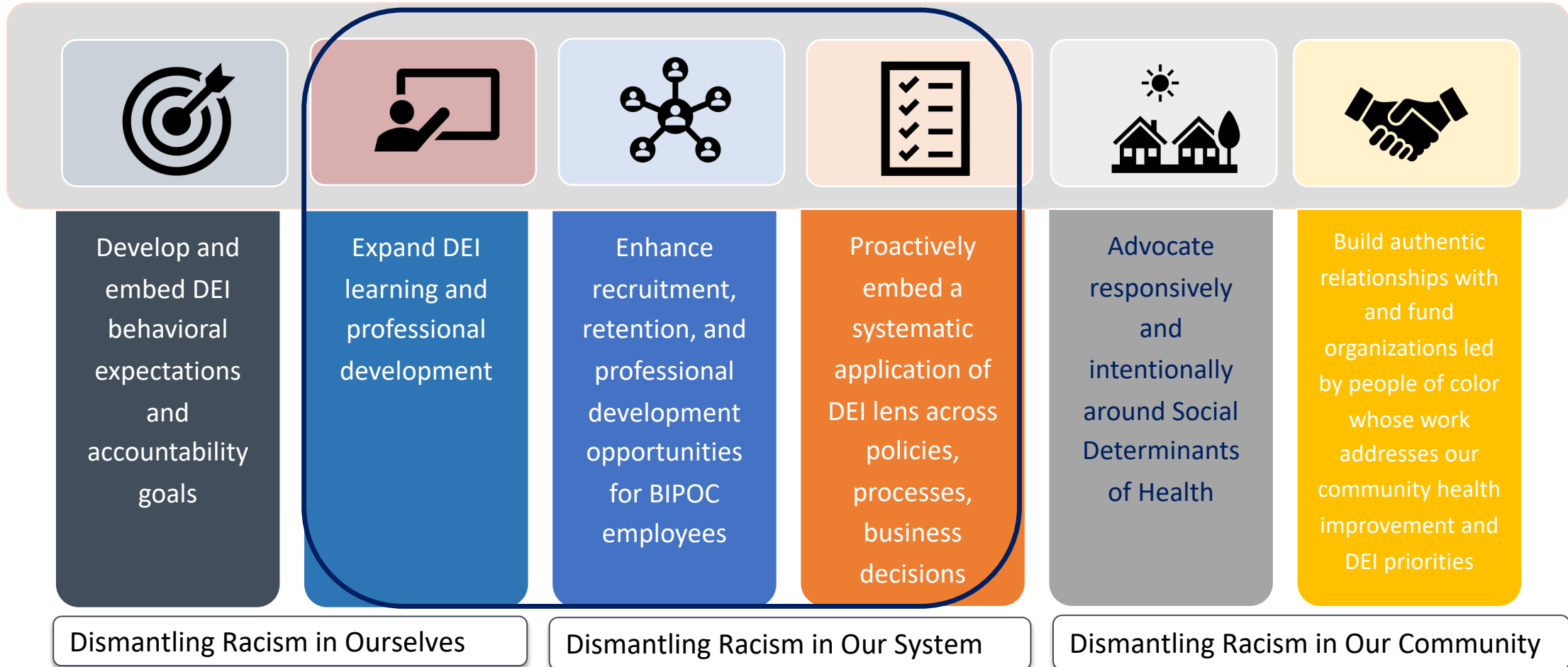
4

Create context for decision-making throughout the system

DEI Program Strategic Plan Vision and Strategies

Our Vision

UW Health is a leader in actively dismantling racism in ourselves, in our system and in our community



Why Lead with Race?

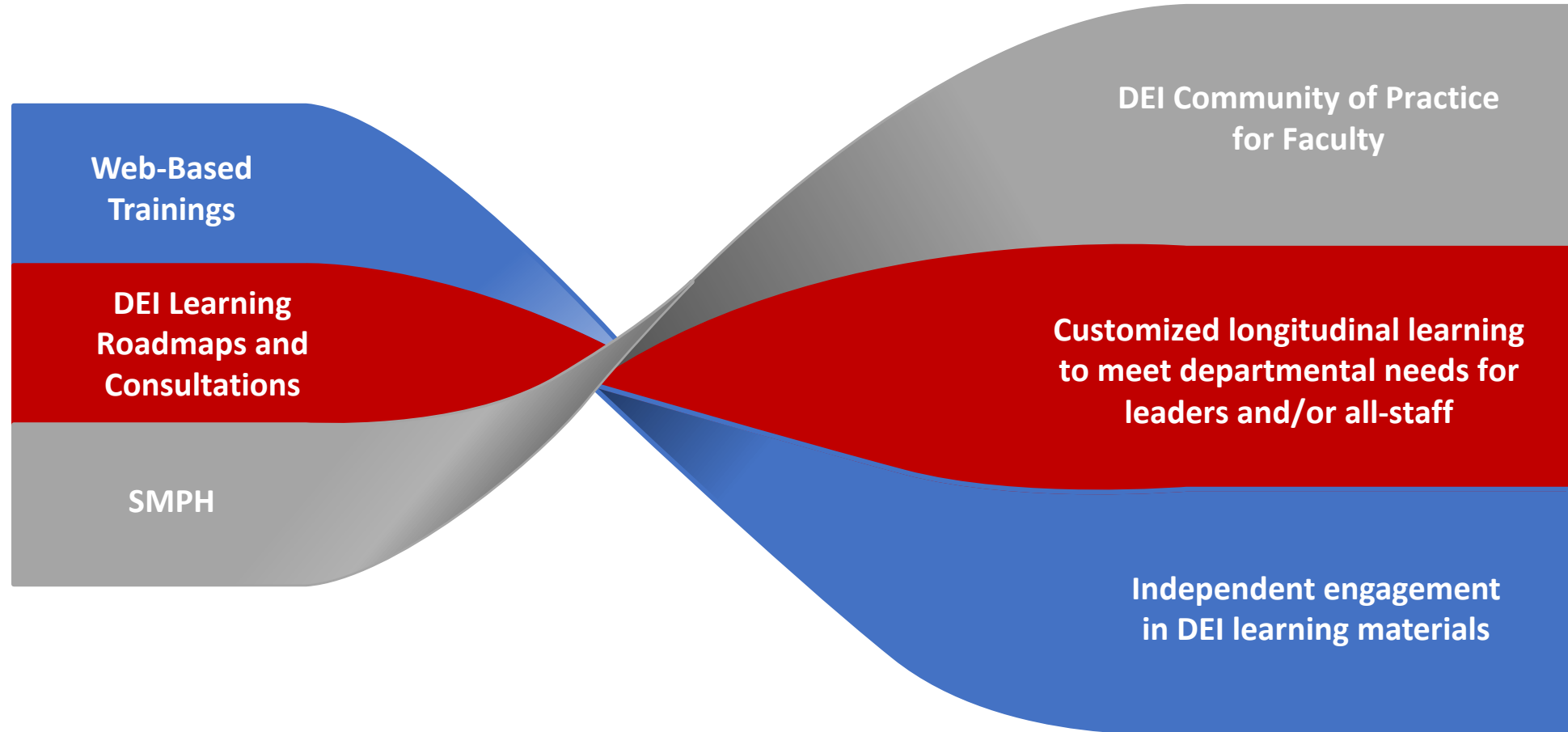
Focusing on **racial equity** provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization. This is important because:

“It is critical to address all areas of marginalization and inequity due to sexism, class oppression, homophobia, xenophobia and ableism. Yet conversations about race and racism tend to be some of the most difficult for people in this country to participate in for numerous reasons, including a lack of knowledge or shared analysis of its historical and current underpinnings, as well as outright resistance and denial that racism exists.

*Given the deep divides that exist between groups in the United States, understanding and empathy can be extremely challenging for many because of an inability to really “walk a mile in another’s shoes” in a racialized sense. **Collectively, we have an opportunity and obligation to overcome these fissures and create spaces for understanding and healing.**”*

American Medical Association (AMA) and Association of American Medical Colleges (AAMC) Center for Health Justice (2021). [Advancing Health Equity: A Guide to Language, Narrative and Concepts \(ama-assn.org\)](https://www.ama-assn.org)

Expand Learning and Professional Development



Learning and Professional Development Resources



Diversity, Equity and Inclusion
UW Health is committed to being a diverse and inclusive environment for patients, visitors, staff and physicians.

THE FIRST FRONTLINE WORKER VACCINATED IN WISCONSIN IS A BLACK WOMAN. THAT MATTERS IN THE FIGHT FOR TRUST.
DEC 17, 2020
When UW Health registered respiratory therapist Christina Schubert became the first person to receive the first shot of Moderna's vaccine, she...
[View more non-COVID updates](#)

RELATED

- Alred Health Education and Career Pathways
- Integration Services
- Diversity, Equity and Inclusion

Our Vision

Employee Resource Groups (ERGs)

UW Madison DEI Resources

DEI Learning & Professional Development Resources

Gender Services

servicenow

DEI Portal

UWHealth

Weekly Briefing
News and updates around UW Health

News and Updates

Culture of Safety Survey, Sep. 1-15: [Your input needed](#)

Compliance deadline of Dec. 7: [What you need to know](#)

UW Health designated "Leader in LGBTQ Healthcare Equality"

[Clinical policy guideline delegation protocol updates](#): Week of Aug. 31

Current status of the [U.S. proposed payroll tax holiday](#)

Payroll: [No regularly scheduled benefit deductions in 9/4/20 check](#)

[Wellness incentive reminders for 2020](#)

Isthmus Montessori Academy added to [childcare options for essential workers](#)

...[View more non-COVID updates](#)

COVID-19

[Phase 3 COVID-19 vaccine trial beginning at UW Health](#)

Quick Links

For Leaders

- [Important reminder for unpaid learners](#)

For Physicians and APPs

- [2021 outpatient E/M coding changes](#)
- [Important reminder for unpaid learners](#)
- [Nominations for the APP Excellence Awards](#): Due Sep. 25

Provider skills, procedures [workshop](#) (Sep. 25)

For Nurses

- [Nursing Leadership Update](#) September (video)

HOME / OFFICE OF DIVERSITY AND EQUITY TRANSFORMATION

Office of Diversity and Equity Transformation

Our goal is to be a national leader among academic medical centers in anti-racism and diversity, equity, and inclusion.

Explore resources in the box on the right and learn more about our office below.

RESOURCES

- [Employee Resource Groups](#)
- [Badge Backers – Tips for Preventing and Responding to Microaggressions](#)
- [Diversity, Equity and Inclusion Modules in Canvas](#)
- [Equity, Inclusion & Engagement Policy Assessment Toolkit](#)
- [Ensuring an Inclusive, Healthy Climate \(Office of Faculty Affairs and Development\)](#)
- [Office of Multicultural Affairs \(Office of Academic Affairs\)](#)
- [Native American Center for Health Professions](#)

Badge Backers

Tips for Preventing and Responding to Microaggressions

Tips for preventing and responding to microaggressions



UW Health and the UW School of Medicine and Public Health are committed to creating a diverse and inclusive environment for all. We know microaggressions are common and harmful. Please use this card to support you in intervening when you witness microaggressions.

STOP. Breathe. Notice your reaction. Think before you speak. Pause and check your assumptions and hidden messages.

SHIFT perspective. Think about the experiences of others who are different from you. Remember, we don't know what we don't know. We need to be open to learning about the experiences of others.

GROW. You may not get it right every time. Focus on the impact. Know you will make mistakes and commit to growth and learning.

UWHealth



School of Medicine
and Public Health
UNIVERSITY OF WISCONSIN-MADISON

Workplace key responses

Direct bigoted comment OR continued bigoted comments

Response:

At UW Health and the School of Medicine and Public Health we expect respect towards all our providers and staff. We do not tolerate bigotry. Please refrain from using bigoted language. (If behavior continues seek support)

Macroaggression:

"You must be the new diversity hire... You're not going to last long working here."

Response (Ask for more information):

What do you mean by that? I'm wondering what led you to believe that?

Response (Separate intent from impact):

I don't think you intentionally meant to be hurtful, but when you said that the impact was XXX.

Microaggression:

"I always forget their name. You know who I'm talking about! All (insert race) look alike."

Response (Express your feelings):

I'm uncomfortable when I hear you talk about a person or group that way. I'd like you stop.

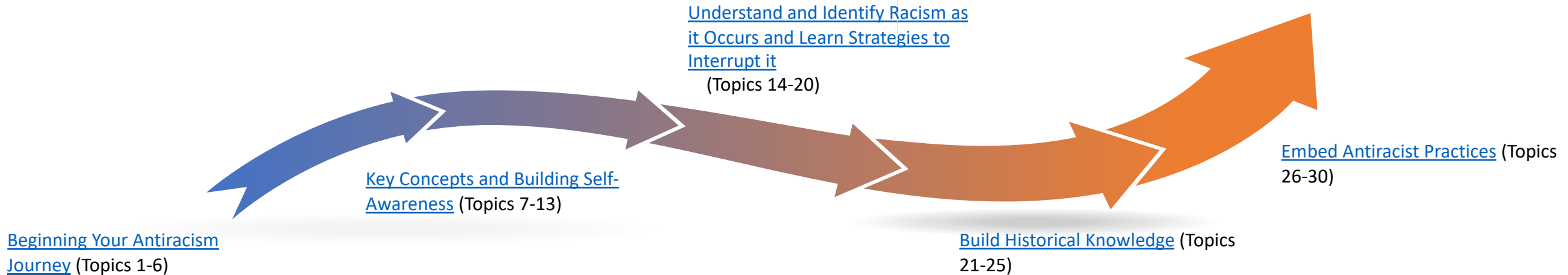
Response (Promote empathy):

How would you feel if someone said something like that about your friend/partner/child? I'm sure that would be harmful, and we should stop.

DEI Microlearnings: Overview

These are not meant to be learning courses or complete education modules. The five segments below are a part of the ongoing journey necessary to embed DEI discussions into your day to day at UW Health. There is no checking the box or completion of this task. The hoped-for outcome behind using these resources is that they help build the muscle necessary for us to engage in the discomfort required to interrupt racist behaviors in ourselves, our system, and in the community.

These resources are meant to be utilized sequentially due to the nature of the content and goal of the tool. When engaging in conversations about racism, diversity, and equity in a way that is inclusive of all levels of learners, a shared understanding of topics must be collectively built so everyone is ready to engage in learning and be challenged. To mitigate potential misalignment of learning levels, you will not be able to access content in a later module until you have completed the previous modules and corresponding evaluation.



DEI Microlearnings: Goal

Develop collective capacity for an equity lens across our UW Health system by

- embedding DEI discussions
- sitting with ongoing discomfort
- committing to understanding more about ourselves and systems of oppression in our organization
- doing the learning and unlearning necessary to interrupt racist policies and ideas

1
**Build Capacity
Across UW Health**

2
**Embed DEI
Discussions**

3
**Sit with ongoing
discomfort**

4
**Develop a DEI
lens and self-
awareness**

5
**Interrupt Racist
Policies and Ideas**



Web-Based Trainings:

- [DEI Vision, Path, Goals, and Key Definitions \(video\)](#)
- [Responding to Discriminatory Behavior: Policy 1.2.22](#)
- [Bias in Healthcare](#)
- [Race, Racism, and Antiracism](#)
- [Imposter Syndrome](#)
- [Cultural Appropriation](#)
- [Health Disparities and COVID-19](#)
- [Social Determinants of Health and the ConnectRx WI Project](#)
- [Documenting Sexual Orientation and Gender Identity \(SOGI\) in Electronic Health Records](#)
- [Meeting the Healthcare Needs of TNG Patients](#)
- [LGBTQ+ 101](#)
- [Weight Inclusive Care Microlearning Series](#)
- [Embedding Equity Tools](#)

External DEI Resources:

- [Sexual Orientation Gender Identity \(SOGI\) Nursing Course](#)
- [Trauma-Informed Care for Trans and Gender Diverse Individuals](#)
- [Addressing Social Determinants of Health for Black LGBTQ People](#)

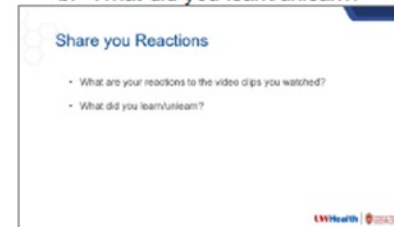
Discussion Tools:

- [Microlearning Facilitation Resources](#)

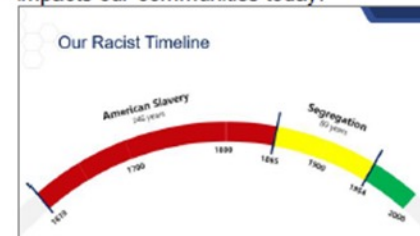
UW Health LMS: Microlearning Facilitation Resources



4. (Slide 12) After watching the video, ask participants to discuss in smaller groups:
- What are your reactions to the video clips you watched?
 - What did you learn/unlearn?



5. (Slide 13) **Reflect on this image.** Remember our history that impacts this racial wealth divide today, the cumulation of years of racism in our country, and how this history impacts our communities today.



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**Enhance recruitment, retention, and
professional development opportunities for
BIPOC employees**

Employee Resource Group (ERG)

Voluntary, Employee-led groups that foster a diverse, inclusive workplace aligned with organizational mission, values, goals and connected to Diversity, Equity and Inclusion

Goals

- Enhance Patient- Centered Care
- Provides a framework of support and sense of belonging
- Build a more diverse and inclusive workplace
- Increase Employee Retention, Engagement and contribution
- Influence policy and enhance recruitment efforts



Employee Resource Groups (ERGs)

		MEMBERS
1	Asian/Asian American Pacific Islander	29
2	Black/African/ African American	40
3	LatinX	14
4	Military Service	22
5	Women's Leadership	48
6	LGBTQ+ (QUILT BAG)	50
7	BIPOC Resident Group	22

Enhanced BIPOC & LGBTQ+ Employee Support

Supportive Check-Ins

DEI has extended support for BIPOC and LGBTQ+ employees and providers, providing supportive check-ins and connection with other support systems and Huddles for Leaders

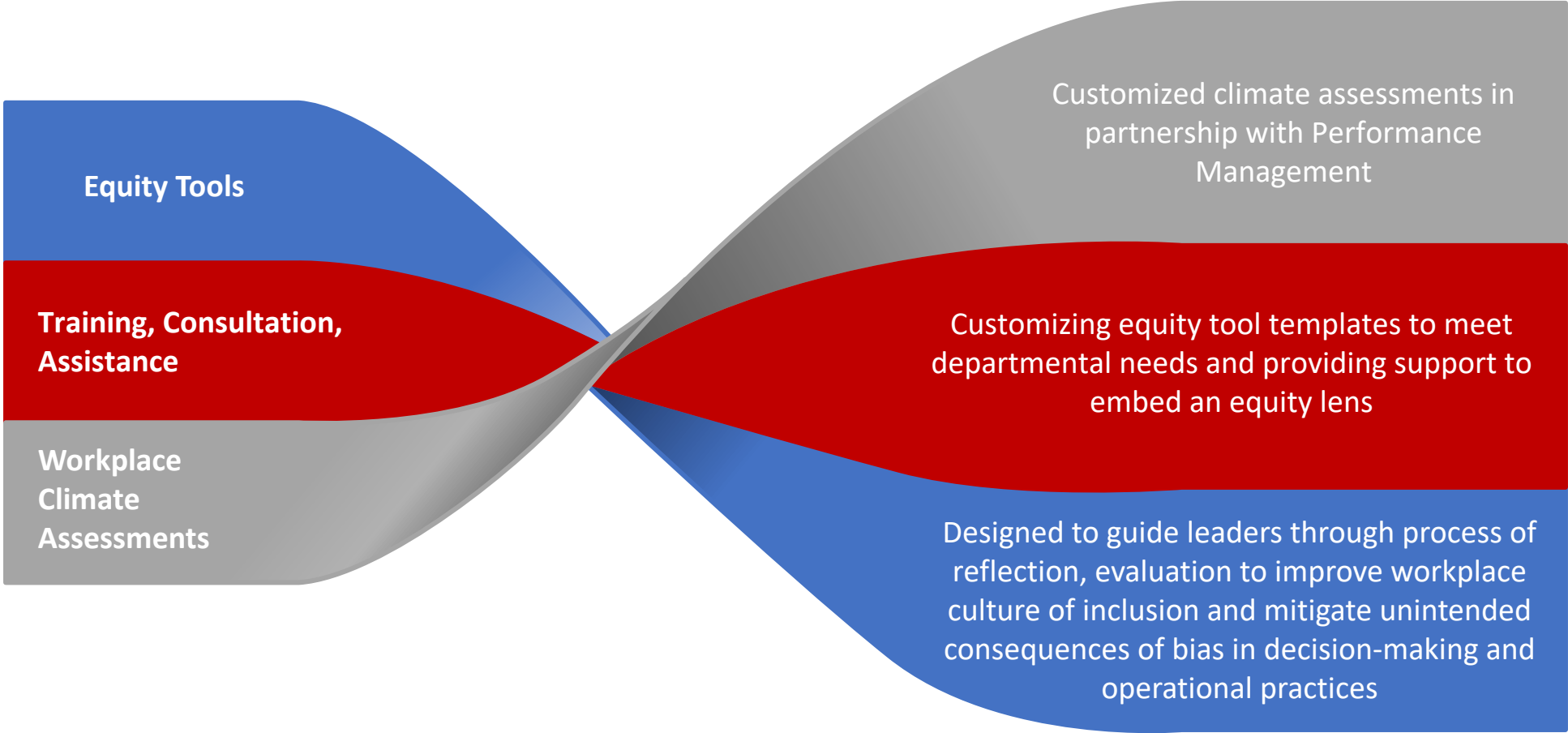
Referral Sources

- ✓ Employee Relations
- ✓ Provider Services
- ✓ Patient Relations
- ✓ Employee Resource Groups
- ✓ Leadership Referrals
- ✓ Self-Referrals

Types of Support

- ✓ Discrimination
- ✓ Microaggression
- ✓ Gender Transition
- ✓ Navigating Conflict
- ✓ Resource Connection
- ✓ Job Transfer Support

Proactively embed a systematic application of DEI lens across clinical and non-clinical policies, processes, and business decisions



KEY

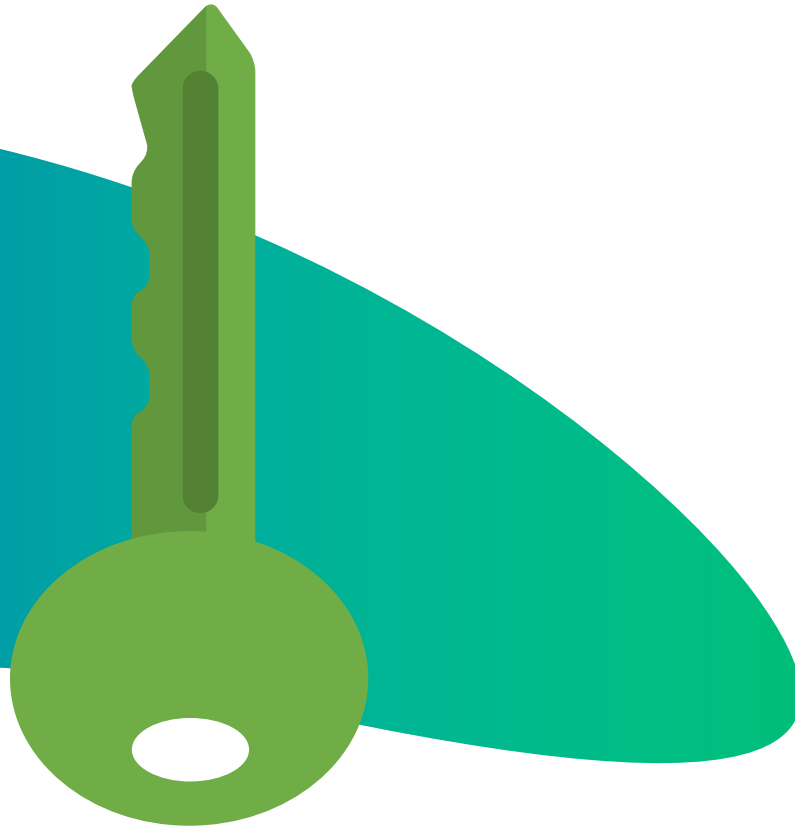
TAKEAWAYS



What can you do to embed DEI into your organization?



What next steps can you take to do the learning and unlearning necessary and demonstrate your commitment to antiracism?



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Thank You!

