



# Let's Talk About Equity

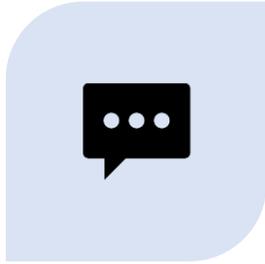
A Diversity, Equity & Inclusion  
Microlearning Module

The diverse voices of our provider community inspire us to grow and bring change for the benefit of all. This includes taking a positive stand for more inclusion and equity for all, through a commitment to go further, and challenge our boundaries as well as help others on their journey.

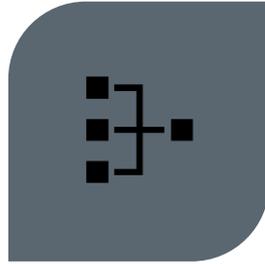
As an organization, dedicated to person- and family-centered care, we are using our talent and resources, as well as that of our members to be a voice of change.

We know that as the leading organization in hospice and community-based palliative care, NHPCO must be intentional in acting on these issues and provide resources to affect change across the provider community and communities of patients and families served.

# Session Overview



A COMMON  
LANGUAGE



SYSTEMS THINKING  
& EQUITY



THE URGENCY OF  
NOW



PERSONAL  
LEADERSHIP

# Engagement Principles for Brave Spaces

Be Present

Respect Confidentiality

Assume Positive Intent

Speak Your Truth

Suspend Judgement

Make Room for All Voices

Expect & Accept Non-Closure



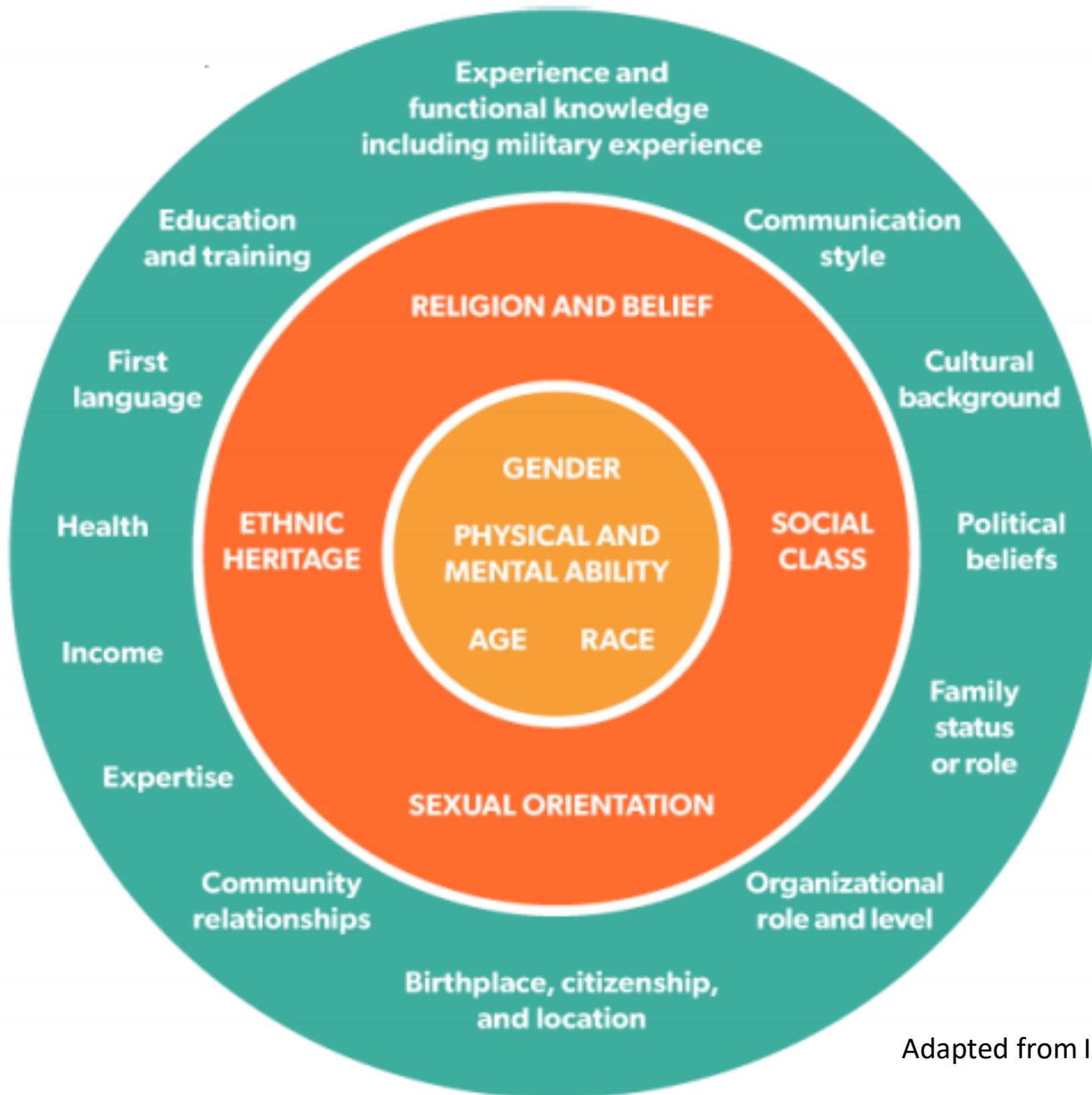
Whenever you see this symbol appear, press pause and complete the assigned activity and then restart.

# A Common Language

# diversity

- The presence of differences within a given setting





Secondary diversity dimensions



Typically less visible core diversity dimensions



Typically more visible core diversity dimensions

Adapted from Implementing Diversity by Marilyn Loden





## inclusion

- Individuals with different identities feeling and/or being valued, leveraged, and welcome within a given setting

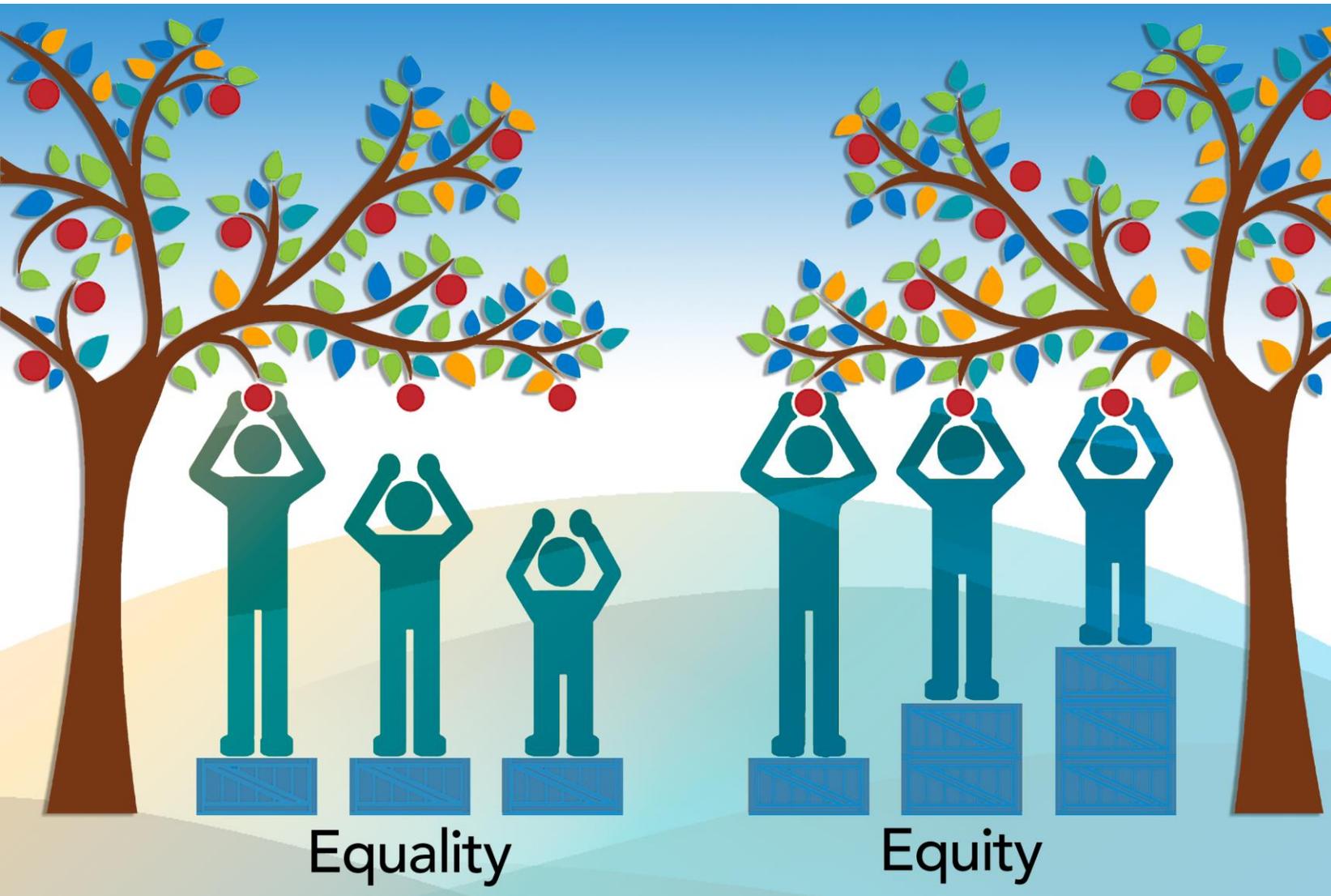
# belonging: acceptance as a member or part

- Diversity is a fact (the numbers are what they are),
- Inclusion is a choice (you decide whether to include someone or not),
- Belonging is a **feeling** that can be enforced by a culture that you can purposefully create.

**“Think of that soul-destroying feeling of not belonging. Now imagine dealing with it every day at work.”**

**– Anita Sands**





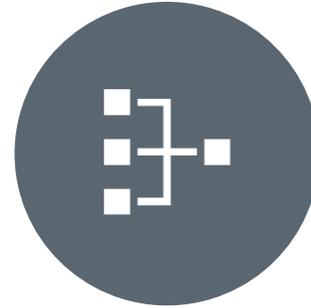
## equity

- An approach that recognizes unique disparities and provides relevant support systems for overcoming barriers.

# Defining Equity

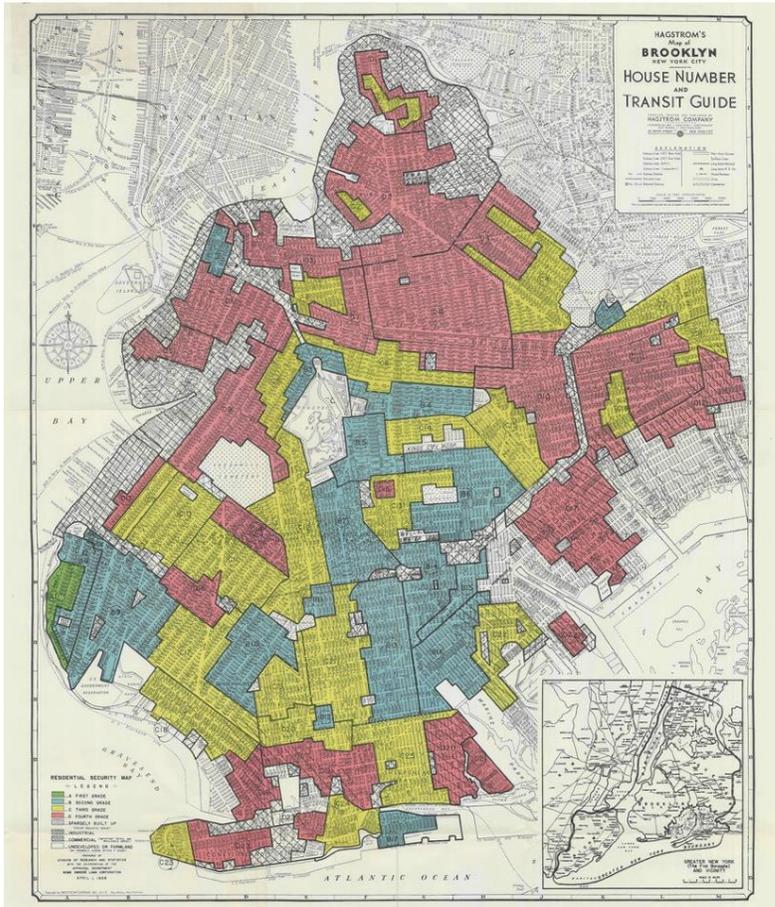


**Equity** is the guarantee of fair treatment, access, and opportunity for **all**, where individuals are not at a disadvantage because of their background, race or social position.



**Equity** requires eliminating the institutional, systemic, and societal barriers that have prevented the full participation of certain groups and developing solutions that are relevant.

The long term effects of Redlining are still visible today.



The 1938 Home Owners' Loan Corporation map of Brooklyn. National Archives and Records Administration, Mapping Inequality

What other examples of this can you think of?

Are there any specifically related to the mission you serve within Hospice?



# What gets in the way?



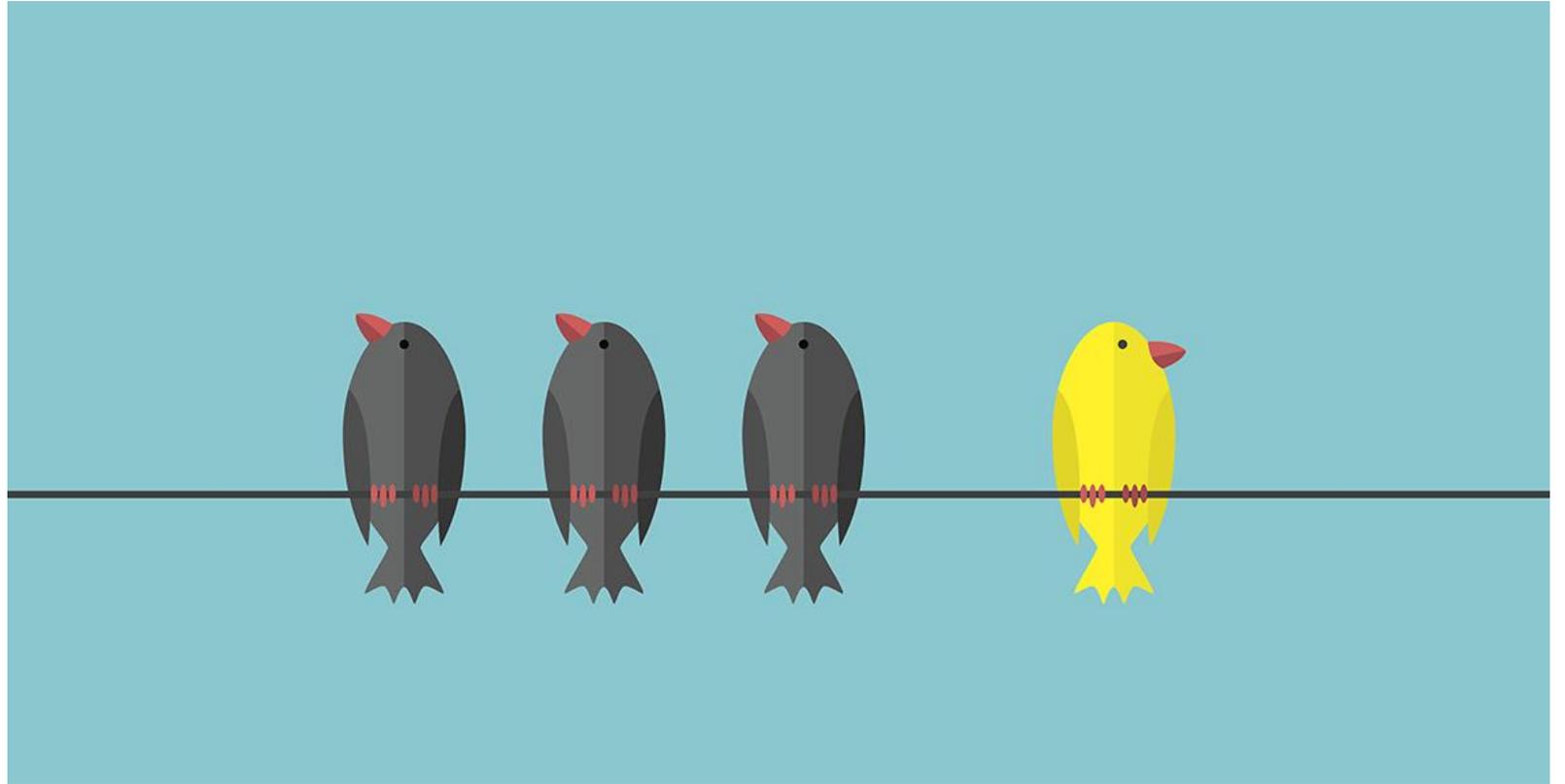
INEQUITIES ARE  
OFTEN  
INVISIBLE TO  
THOSE WHO  
DON'T  
EXPERIENCE  
THEM



INEQUITIES ARE  
OFTEN  
INVISIBLE TO  
THOSE WHO  
DON'T  
EXPERIENCE  
THEM

# implicit bias

- Refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.





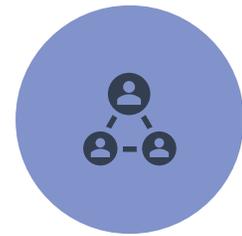
## Implicit Bias In Action

# The Urgency of Now



# THE URGENCY OF NOW

WHAT DOES YOUR  
ORGANIZATION  
RISK BY NOT  
PRIORITIZING  
EQUITY?





# Things that Equity Focused Organizations Do...

Acknowledge  
Existence of  
Systemic Inequities

Commit Resources

Take Risks

Understand  
Privilege & Power  
Differentials

Seek and Integrate  
Feedback

Ensure Transparent  
Decision Making

Have a Diverse  
Staff & Board

Embrace Systems  
Change

Share Power

Engage Diverse  
Communities

Take Responsibility

Support Other  
Equity & Justice  
Focused Orgs

# Equity Leadership

01

Know Yourself:  
Understand Your  
Own Biases

02

Proximity &  
Authentic  
Relationships

03

Accountability to  
Equity

**ADDING AN EQUITY LENS TO YOUR LEADERSHIP BRAND...**

# Harvard Implicit Bias Study



- Take at least **three of** the following online Implicit Association Tests (IATs) on the [Project Implicit](#) website.
- **Race IAT**
- Skin-tone IAT
- Gender-Career IAT
- Age IAT
- Weight IAT
- Sexuality IAT

# On the Path to Growth



I avoid hard questions.  
I strive to be comfortable.  
I talk to others who look and think like me.  
I deny any of the “isms” are a problem.

I recognize inequities that are present.  
I seek out questions that make me uncomfortable.  
I educate myself on DEI concepts.  
I am honest about my personal bias and knowledge gaps.  
I listen to others who think and look differently than I do.

I identify where I might have access to opportunities & others may not.

I promote and advocate for equitable policies and practices.

I sit with my discomfort.

I speak out when I see inequities occurring.

I influence others to understand how inequities impact our organization.

I don't let mistakes deter me from being better.

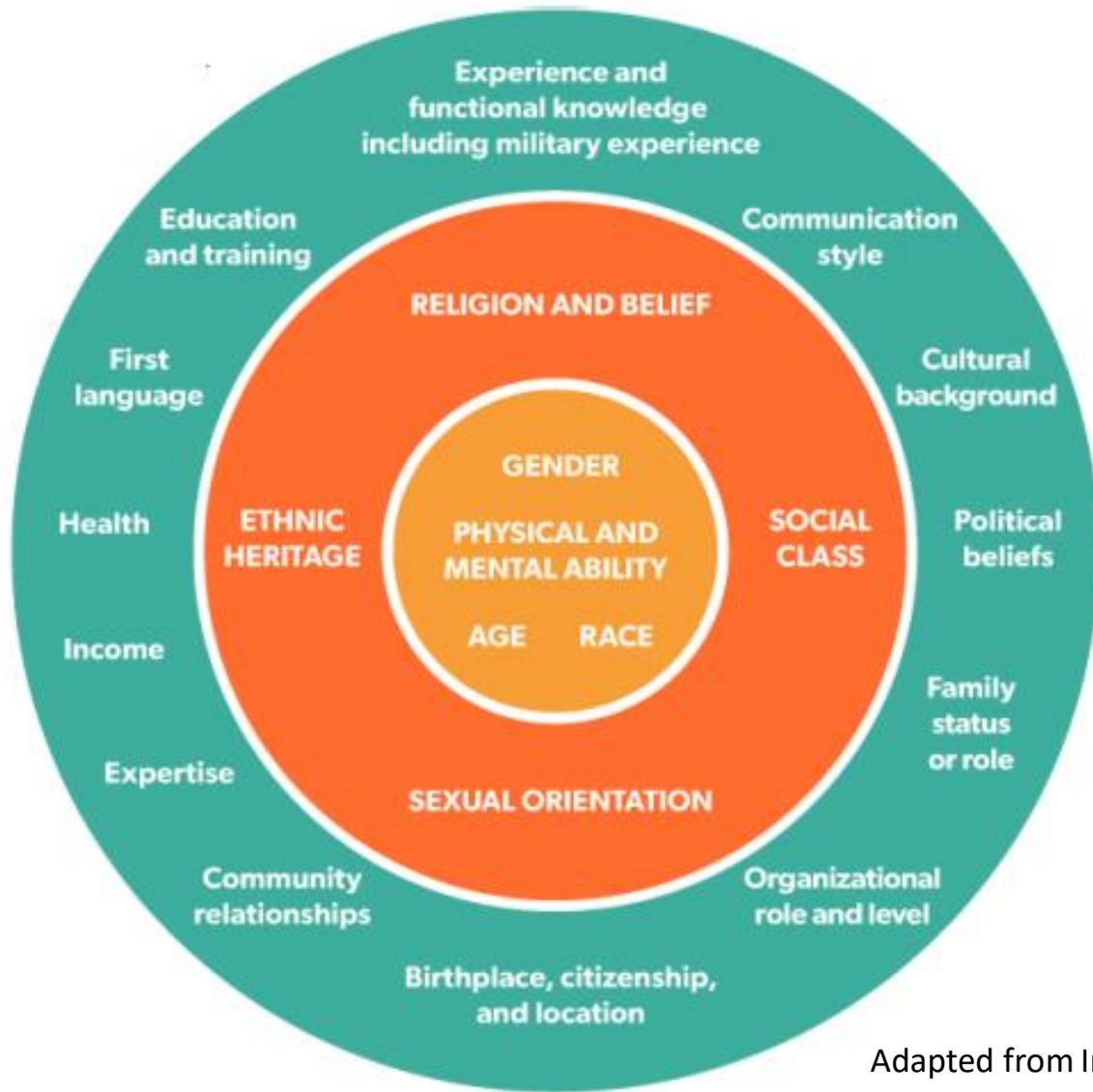
I yield positions of power to others whose voices may not be at the table.

I intentionally surround myself with others who think and look differently than me.

# Authentic Relationship Building & Proximity

WHERE DO YOU COME FROM THAT IS  
NOT A PLACE?





Adapted from Implementing Diversity by Marilyn Loden

## Which dimensions do you feel least comfortable with?

Choose 1-2 and do some research so you can better understand, and work initiate a relationship with someone who self identifies with that specific dimension.

# Accountability: See Something, Say Something, Do Something

Institutional or organizational culture is a cumulation of decisions and attitudes of the people that contribute to that organization.

## HOW CAN WE IDENTIFY AREAS OF INSTITUTIONAL BIAS?

- Organizations need to be cognizant of policies, procedures and culture that can cause implicit bias within their structure.
- Organizational inequities result from an accumulation of **small decisions on a personal level.**

**Consistently hold your organization and the people within it accountable**



## Making A Commitment...

What is something specific that you will do differently tomorrow based on what was discussed today?

How will you hold yourself and others accountable to equity?



# Thank you!

- Content developed for NHPCO by: **NonprofitHR**
- Emily Holthaus - Managing Director, Diversity Equity & Inclusion
- [eholthaus@nonprofithr.com](mailto:eholthaus@nonprofithr.com)