

## Diversity, Equity, and Inclusion (DEI) Checklist for Individuals

### STEP 1. Get into a “diversity, equity, and inclusion” frame of mind

Review these concepts that should be considered while reflecting on your work.

|   |  |
|---|--|
| <b>Equity</b>                           | attainment of the highest level of opportunity/engagement/health for all <sup>1</sup>  |
| <b>Disparities/inequities</b>           | differences in opportunity/engagement/health based on characteristics of individual or group diversity   |
| <b>Diversity</b>                        | the varied identities and experiences within our teams and the families and communities we serve   |
| <b>Inclusion</b>                        | inviting all people to take part in building our processes and structures, a necessary step to achieving best outcomes                                   |
| <b>Bias (implicit or explicit)</b>      | preferences in individuals and systems or processes that can drive differences in opportunity/engagement/health  |
| <b>Racism</b>                           | system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call ‘race’) <sup>2</sup>    |
| <b>Anti-racism</b>                      | practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism <sup>3</sup>                     |
| <b>Cultural humility and competency</b> | attitudes, knowledge, and skills needed to work effectively with those who are different from us, includes cultural awareness/sensitivity/responsiveness |
| <b>Social determinants of health</b>    | conditions in which people are born, grow, live, work and age; shaped by distribution of money, power and resources <sup>4</sup>                         |

1. adapted from Healthy People 2020, <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities>; 2. American Academy of Pediatrics, The Impact of Racism on Child and Adolescent Health 3. Ontario Anti-racism Secretariat; 4. World Health Organization, [https://www.who.int/social\\_determinants/sdh\\_definition/en/](https://www.who.int/social_determinants/sdh_definition/en/)

### STEP 2. Think about diversity broadly

There are many characteristics of diversity known to contribute to disparities in opportunity, engagement, and health in our communities and our workplaces. These include:

**Age, education, job role, income, neighborhood/ZIP code, disability, gender identity, sexual orientation, race & ethnicity, language preference, literacy, religion, immigrant status, acculturation, and many others.**

### STEP 3. Reflect on all areas

When considering your work, explore how concepts and characteristics listed in STEPS 1 & 2 relate to your self-understanding, the people you work with, and your work itself.

### STEP 4. Keep track of your thoughts

Please use the worksheet on the next page to record how the concepts above do or don’t apply to your work.

Name: \_\_\_\_\_

## Worksheet for including DEI in your work

Record below your thoughts about how the terms and characteristics listed in the checklist might apply to your work.

**1. Understanding yourself** – What insight do you have into your own cultural perspectives and preferences/biases? How might these affect your interactions with others (including those inside and outside your organization)? Thinking broadly, how might these influence your work? How can you learn more?

Thoughts:

**2. Understanding others** – What insight do you have into your teammates and/or the patients and families you support, including their cultural backgrounds, preferences and experiences, and social circumstances? How do you show curiosity about others and adapt to their cultures? What else could you do? How can you learn more?

Thoughts:

**3. Understanding your work** – How do diversity, equity, and inclusion (DEI) relate to your everyday work? If you feel committed to DEI, how have you made that visible to others? How might the way you do your work feel inclusive or exclusive to others? In what ways do you or could you automatically include DEI perspectives in the way you do your work? How can you learn more?

Thoughts:

**Questions? Not sure how to best use this tool?** Please contact the Health Equity Integration Project through the Office of Equity and Diversity at Children’s Mercy Kansas City ([oed@cmh.edu](mailto:oed@cmh.edu)).

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