

Diversity, Equity, and Inclusion (DEI) Checklist for Leaders

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

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

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

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/

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 learners you work with, and your learning environment.

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 as a leader.

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 as a leader? Do you demonstrate your awareness of personal blind spots to those you lead? How can you learn more?

Thoughts:

2. Understanding those you lead – What insight do you have into the people you lead, including their cultural backgrounds, preferences and experiences, social circumstances, and perceptions of you as a leader? 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 the environment you create as a leader – How do equity, diversity, and inclusion (DEI) relate to how you lead? If you feel committed to DEI, how have you made that visible to others? How might your leadership approach feel inclusive or exclusive to others? In what ways do you or could you automatically include DEI perspectives in your leadership activities? 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).

Copyright © 2024 The Children’s Mercy Hospital. Subject to the restrictions set forth below, the copyright holder grants the right to adapt, copy, convey and/or redistribute copies of this work, or any derivative works, in any medium as long as (1) proper attribution is made to The Children’s Mercy Hospital; and (2) proper notice of copyright is affixed. No permission is granted to use the work or any derivative thereof, in/for research or commercial purposes. Derivative works must be distributed under these same conditions.