Agenda Item 9:

Health Workforce Diversity, Equity, Inclusion, and Belonging (DEIB)

Facilitator: Sunita Mutha, Director, Healthforce Center at University of California, San Francisco

HCAi
Department of Health Care
Access and Information

Diversity, Equity, Inclusion, and Belonging (DEIB) Definitions

- **DIVERSITY:** The inherent and acquired qualities that make us unique as individuals or groups including lived experiences, values, and worldviews that arise from differences of culture and circumstance. Diversity is necessary but not sufficient to achieve equity, which demands an ongoing commitment not only to include, but to value and empower, all people.

- **EQUITY:** The process of identifying and removing the barriers that create disparities in the access to resources and means, and the achievement of fair treatment and equal opportunities to thrive.

- **INCLUSION:** The intentional act of creating environments in which all individuals/groups feel and are empowered and welcomed as a valued member. Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power; values each individual's or group's heritage, contributions, and aspirations; and guarantees full belonging to all interested parties and participants.

- **BELONGING:** A sense of being secure, recognized, affirmed, and accepted equally such that full participation is possible.

Resources used to develop and modify HCAI's DEIB definitions:
National Association of Counties, Department of Water Resources - Racial Equity Action Plan, and CalHR's DEI Toolkit

DEIB Discussion Questions

- **Objectives of DEIB Discussion with Council:**
  - To identify priorities for diversity, equity, inclusion and belonging (DEIB) that HCAI can use to inform program development that results in an increase in workforce diversity.
  - To gather input on potential DEIB goals to assess progress and impact of HCAI programs.

- **Discussion Questions:**
  1. What do you think are priorities for diversity, equity, inclusion and belonging (DEIB) that HCAI can use to inform program development?
  2. HCAI is interested in identifying up to 5 goals that can be implemented and measured over the next 1-2 years. Let's discuss what the DEIB goals might be?

Data resources on health workforce diversity:

https://hcai.ca.gov/visualizations/race-ethnicity-trends-in-health-workforce-for-california/