Asante

Community lives here.

Employee Engagement and Communication Fair: ABIDE

Agenda

What is ABIDE?

Who sits on ABIDE Steering Committee

ABIDE Steering Committee Charter

Mission Statement review

What does ABIDE do?

Initiatives and projects

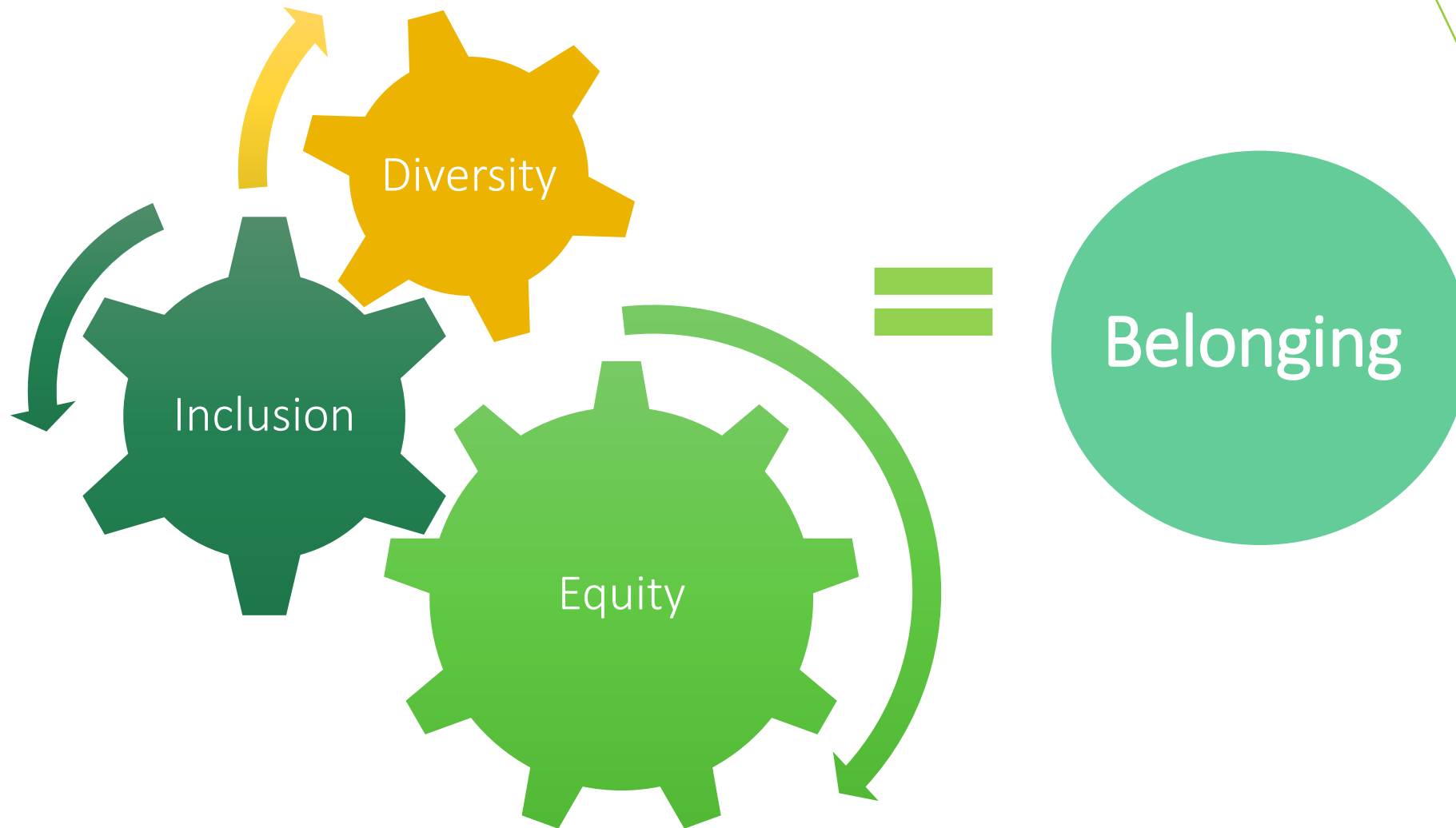**Review ABIDE Employee Engagement initiatives**

Learning more about upcoming initiatives

Summary and Questions

How you can learn more

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What is ABIDE?

ABIDE stands for "Asante Belonging, Inclusion, Diversity and Equity."

Who serves on ABIDE?

Who are the members who serve on the ABIDE Steering Committee?

Robert Begg- VP of Human Resources

Kristen Roy- VP Legal Officer/General Counsel

Yvonne Padilla- IS Training & Program Manager

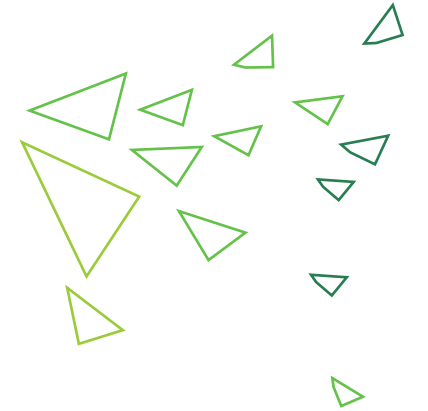David Kinyon- SVP & Chief Info Officer

Dr. Steve Hersch- VPMA of AACH

Dr. Somnath Ghosh- VPMA of ARRMC

Genevieve Predmore- Supervisor ITS Services

Desiree Feyerharm- Manager of Patient Care Services, Gen Med ARRMC

Kitty Sallas- Patient Experience Program Coordinator, APP

Barbara Mclaren- HR Analyst

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ABIDE Charter

- Purpose

  The Asante Belonging, Inclusion, Diversity & Equity (ABIDE) Steering Committee is a system-wide entity charged with supporting Asante in embracing and employing the principles of belonging, inclusion, diversity and equity. The ABIDE Steering Committee will provide the leadership and vision to integrate these principles throughout the organization and our greater community in a strategic and purposeful way.

- Responsibilities

  The ABIDE Steering Committee shall have the following responsibilities:

  1. Establish a strategic plan to promote and support belonging, inclusion, diversity and equity at Asante in accordance with our mission, vision, values and strategic goals.

  2. Perform ongoing assessments of our current state.

  3. Establish and provide oversight for all ABIDE Subgroups and reporting.

  4. Accountability for resources required to meet milestones, including securing additional resources if necessary.

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What does ABIDE do?

Asante Belonging, Inclusion, Diversity, and Equity

➢ What does **ABIDE** do at Asante?

- ABIDE has an **Employee Engagement Team**-aimed at creating awareness and education about Belonging, Inclusion, Diversity and Equity

- ABIDE has a **Health Equity Team**-aimed at identifying more equitable health practices that will be valued by the communities we serve

- ABIDE produces monthly articles in **Asante News** – includes updates on what the ABIDE team has worked on over the course of the month

- ABIDE sponsored the **Women in Leadership** series

- ABIDE is participating in the **Asante Behavioral Standards** "refresh" project

- ABIDE participates in **All in for Health**. Asante is one of more than a dozen organizations participating in the Jefferson Regional Health Alliance collaborative Community Health Assessment (CHA) and Community Health Improvement Plan (CHIP). The JRHA collaboration is commonly referred to as **All in for Health**

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ABIDE Employee Engagement

What is ABIDE Employee Engagement

ABIDE Employee Engagement: Mission

Asante Belonging, Inclusion, Diversity, and Equity

This unique group will set out to curate ideas on how we can best bring forth Belonging, Inclusion, Diversity and Equity to Asante staff, through Employee Engagement. Our goal will be to focus on two main areas in the coming year:

- Employee Education
- Employee awareness/communication

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Review ABIDE Employee Engagement initiatives

BADGE TOPPERS

allowing Asante staff to display their pronouns

ABIDE Employee Engagement Team leaders who developed this plan: **Stephanie Rehder and Kitty Sallas**

- Commit: within 6 months (beginning of Q3) emulate the Providence rollout for badge toppers/pronouns
- Drive: identify plan for driving this initiative
  i. Budget for toppers and secure cost center for purchase. ***Badge modifications could be possible
  ii. HR/Staci Putnam to rollout communication blitz (collaborating with ABIDE and Shirleen Holt for announcement to staff)
  iii. Host a day and locations to add toppers for badges "The Kickoff Event"
  iv. Celebrate and spotlight those who chose toppers with continued communication and awareness (Asante News, etc...)
  v. Establish and communicate who to ask for toppers, either leaders provide them or they can pick up at Guest Services/Security departments
  vi. Do a drawing of those who wear their toppers to win prizes/incentivize engagement and participation
  vii. Provide toppers to security/guest services/HR and wherever new hires pick up their badges
- Thrive: what does it mean to see this initiative thrive at Asante?
  i. Within 2 years, all Asante staff have badge toppers
  ii. It is a part of everyone's language to use preferred pronouns at Asante
  iii. Our community is glad we have cultivated identifiers and the misrepresentation decreases among staff

Review ABIDE Employee Engagement initiatives

ABIDE ALLIES

a group of trained staff at Asante who are committed to understanding and facilitating conversations around belonging, inclusion, diversity and equity

- ABIDE Employee Engagement Team leaders who developed this plan: **Dondi Visser, Shana Ogle and Siri Swanson**
  a. Commit: provide staff who volunteer their time to becoming an "ally", training for what it means to be a safe place/safe person to approach
     i. Training program developed for ABIDE Allies
     ii. After training, **Allies** will receive a special sticker/ring or other designation on their badge that designates them as an ABIDE Ally
     iii. Offer opportunities for staff to train at all our hospitals in this coming year

- Drive: identify plan for driving this initiative
  i. Identify a curriculum, assess what is currently available, work to identify Allies and begin training
  ii. Training identified: Words that Work, RELATE, Trauma Informed Care, Resilience, Unconscious Bias, Managing Bias, any other DEI training courses in ALEC
  iii. Order stickers/pins, signs ASAP
  iv. Create a script to leadership to share opportunities to our staff and recruit participants
  v. Training sessions are scheduled, or courses are assigned in ALEC, and attendance is tracked
  vi. Identify who has the stickers/badge pins to distribute
  vii. Market the program to all Asante staff

- Thrive: what does it mean to see this initiative thrive at Asante?
  i. Run program every year
  ii. Encourage new people and have prior safe place people repeat every year or two years
  iii. Update curriculum yearly
  iv. Put together list of all people who went through training where they are reachable
  v. Publicize program and safe persons results
  vi. Feedback from people who went through the program, as potential marketing for growing the Allies program

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Review ABIDE Employee Engagement initiatives

OUCH/OOPS

create an awareness campaign that empowers staff to say "Ouch" when someone says something that could be inappropriate.

ABIDE Employee Engagement Team leaders who developed this plan: **Jennifer Henderson and John Ownby-Hibner**

- Commit: Implement an awareness campaign/training that lets staff know when they say something that is inappropriate and can be offensive
  - i. Articulate the Ouch/Oops Rule
  - ii. Develop training/communication 3-6 months
- Drive: identify plan for driving this initiative
  - i. Roll out curriculum to all leaders first 3-6 months
  - ii. Have leaders explain to staff in staff meetings and start the conversation there
  - iii. Introduce this training/campaign to staff 3-6 months
    - •
- Thrive: what does it mean to see this initiative thrive at Asante?
  - i. Staff are using this rule in their daily conversations and interactions with each other, and patients
  - ii. Survey annually to get staff feedback

Review ABIDE Employee Engagement initiatives

UNCONCIOUS BIAS

Asante should provide an ongoing process to educate staff on Unconscious Bias

My To-Do List

- ABIDE Employee Engagement Team leaders who developed this plan: **Genevieve Predmore, Becky Jo Schuchart, Desiree Feyerharm, Robert Begg and TJ Neal**
- Commit: Asante should engage staff in ongoing committed process for education on unconscious bias
    i. Commit to training existing providers, leaders and staff
    ii. Commit to training all new employees as they onboard
    iii. As an ongoing process with the community, resources (resource providers) to strengthen relationships, and with patients for greater understanding
- Drive: identify plan for driving this initiative
    i. Staff required to view the ALEC HEB: Managing Unconscious Bias training in Elements 2023
    ii. Trainers are trained to do the work with the employees, workshops
    iii. ALEC modules that demonstrate videos demonstrating proper care/decision making involved in care of marginalized groups
        1. Offering use of proper utilization of interpreter services and devices
        2. Body shaming vs. body acceptance positivity
        3. Trauma informed care
    iv. Expectations that leaders are trained on this as well and upholds these principles/values
    v. Newsletter articles that promote understanding of unconscious bias, of the impact of bias, including book and film reviews
    vi. Hiring and retention goals and initiatives tied to managing bias when hiring and promoting
- Thrive: what does it mean to see this initiative thrive at Asante?
    i. Overall understanding of unconscious bias improves for staff, that this is understood at a base level with staff and there is a level of competency and expectation of care for our patients and each other. *Possibly embedded into Asante Behavioral Standards
    ii. Continue to evaluate practices and initiatives that provide a safe environment for staff and patients, which in turn will improve quality of patient care
    iii. Commitment to monitoring relevancy and inclusion of contemporary standards and language

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Employee Engagement and Communication Event

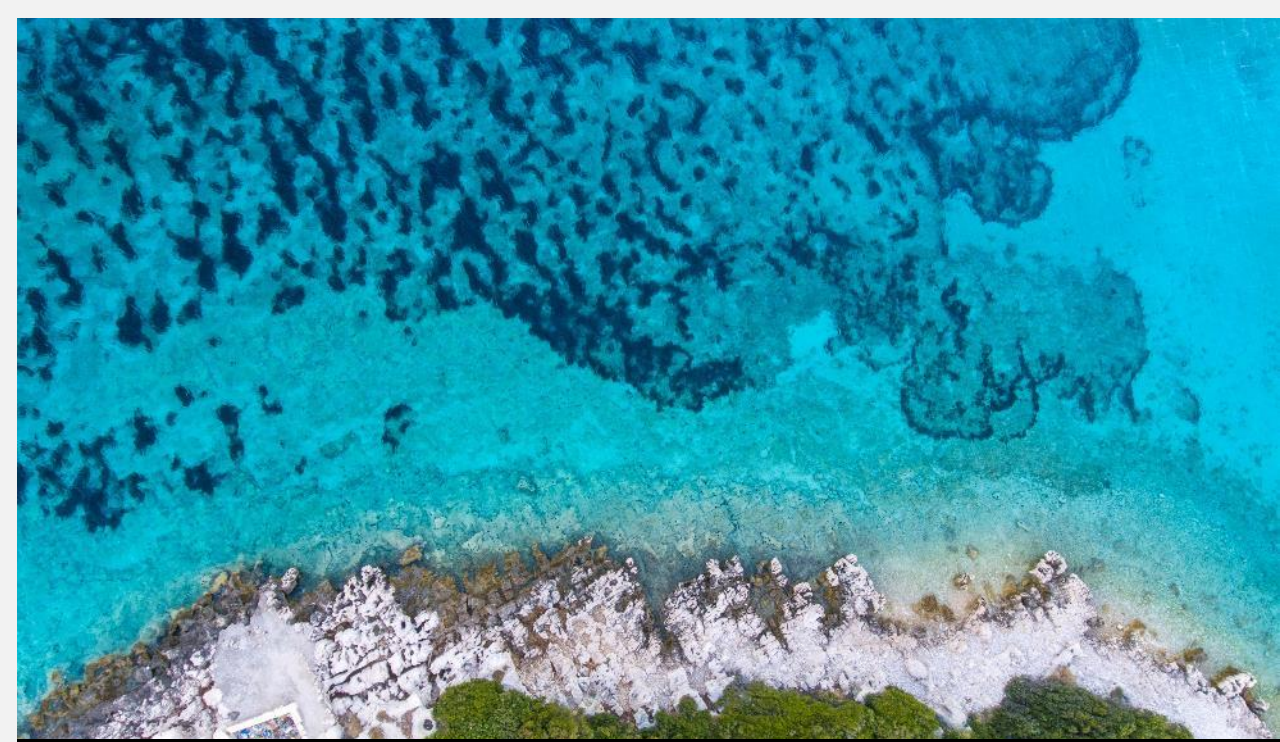Asante Belonging, Inclusion, Diversity, and Equity

2023 Employee Engagement and Communication Fair

April 3-7

RECOVER. *Reconnect.* REIMAGINE.

Join us on **Wednesday, April 5th at 9am** when we will host a panel of Asante female staff, who will discuss topics related to:

- Equity
- Inclusion
- Belonging
- Advocacy

Thank you

Questions

- What questions do you have for us?

- What ways can ABIDE serve your team?

- Would you like more information on ABIDE?

- Take this **Harvard Implicit Bias** test to discover your own implicit biases.

https://implicit.harvard.edu/implicit/research/

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