

KEY TAKEAWAYS

1

Year-Round DEI Integration

Embed DEI efforts into daily communications, ensuring continuous commitment beyond designated months.

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2

Subtle Visuals for Safe Spaces

Use small symbols, like a rainbow pin or inclusive language, to signal a welcoming environment.

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3

Highlight Diverse Voices

Share stories and testimonials from LGBTQ+ and other diverse communities of employees and patients.

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4

Support Through Personal Actions

Be a visible ally through actions like using correct pronouns and avoiding assumptions about gender roles.

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Avoid Inaction

Trying and making mistakes is better than doing nothing; take steps to support DEI even if they may seem small.

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Encourage Open DEI Dialogues

Create forums for employees to discuss DEI issues openly, ensuring anonymity if desired.

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7

Educate and Engage Leadership

Counsel leadership teams on DEI issues to ensure they are informed and supportive, using lived experiences and data to drive the message.

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Address Performative Actions

Ensure that DEI actions have substance behind them, beyond just changing logos or posting statements.

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Seek Input from Affected Groups

Consult with individuals from the communities you aim to support to ensure messaging resonates and is accurate.

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10

Call In, Not Out

Address insensitive comments privately to foster learning and reduce defensiveness, promoting a supportive culture.