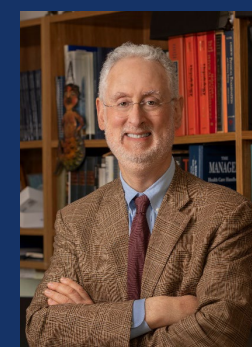




BELONGING AT YALE



PAUL GENECIN, MD, CEO

Yale HEALTH

Year 2 At A Glance



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

The Belonging at Yale Health Committee, in coordination with YNHH system, is focusing on collection of patient demographic information and developing metrics to track progress.

Yale Health patient registration enhancements are underway to enable registration to include:

- Preferred names
- Preferred pronouns
- Sex at birth
- Gender identity



DIVERSITY OF THE YALE COMMUNITY

Increase the diversity of senior leadership, faculty, and staff at Yale Health.

Continue to work with New Haven Hiring Initiative in filling part-time, full-time, and temporary positions.

A new recruiter has been onboarded and is prioritizing recruitment of providers with diverse backgrounds.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Yale Health has created a unique Belonging at Yale Health Newsletter that will continue to spotlight staff, communicate relevant content, promote events, and report progress of program development.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

Chiefs and Managers will participate in small group-facilitated conversations where shared experiences, insights and personal reactions to micro-aggressions and implicit bias will form the content. The group will look to engage in productive practice when serving as allies and bystanders to improve the culture of safety at Yale Health.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Yale Health will continue to identify creative and innovative ways to weave the values of inclusion and respect for diversity into the fabric of the organization, recognizing moments when core values of quality and respect are on display.

Yale Health is in the process of establishing a separate recognition program specific to DEIB-related work.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

To enhance the opportunities for growth and engagement in improving practices for patient care, Yale Health will seek to partner and learn from other leaders at Yale University and the broader New Haven community. Several identified researchers are actively engaged in work in health care.

1. Yale Health has hired a full-time staff recruiter who will coordinate with HR to prioritize recruiting from diverse backgrounds.
2. Launched the quarterly "Belonging at Yale Health" newsletter to Yale Health staff focused on Staff Spotlights, Preferred Pronouns, Black History, Cultural Holidays, and Belonging at Yale events.
3. In the Summer of 2022, Yale Health resurveyed its staff, both to determine progress made since the 2018 survey as well as introduce new areas of inquiry reflecting its deeper understanding of issues.
4. Yale Health has brought welcoming and inclusive materials to its membership and held the first "Pride Month Mixer" in June 2022.
5. UPCOMING: Arranged for local Yale experts to present at Yale Health's Grand Round on the topics of race, racism, transgender identities, and caring for Chinese-speaking patients in healthcare.



Yale Health's organizational pin with Progress Pride Flag Design



ARIEL PEREZ



WENDY BRUNETTO

Yale Health Co-Chairs

Yale Health will neither foster nor condone racism, inequality, or intolerance of any kind. We are Better Together when we work as a team to support all those who walk through our doors, as we embrace our differences.

