



BELONGING AT YALE



PAUL GENECHIN, MD, CEO

Yale HEALTH

DIVERSITY, EQUITY + INCLUSION PLAN



SCHOLARSHIP, RESEARCH, PRACTICE, & TEACHING

To address health disparities, we must first understand the relevant demographic data of our population. In an effort to improve this information, we will implement a patient registration process to gather an immediately usable set of demographics to help us assess the quality of care among all segments of our community. With this information, Yale Health will vigorously pursue projects to reduce disparities and barriers to care. We aim to collect complete demographics for 80% of Yale Health members.



DIVERSITY OF THE YALE COMMUNITY

One of the goals identified by Yale Health under the Belonging at Yale initiative is increasing the diversity of senior leadership, faculty, and staff. Primarily, the focus will be on recruiting, hiring and retention. In succession planning, Yale Health will consider diversity of backgrounds, perspectives, and experiences. Also, creating an environment of belonging is identified as a key retention strategy to solicit and benefit from the many unique perspectives of the increasingly diverse workforce.



COMMUNICATION, TRANSPARENCY, & ACCOUNTABILITY

Yale Health will develop a plan to visually communicate our dedication to an inclusive environment. Yale Health's goal is to publish a quarterly staff newsletter to profile DEI and Belonging leaders, promote diversity-related events, and share relevant news updates. In 2022, Yale Health will conduct a DEI and Belonging staff survey to measure knowledge and understanding.



EQUITABLE PROCESS, PROCEDURE, & RESPONSES

To improve inclusive practices in the professional environment, Chiefs and Managers will participate in small-group, facilitated conversations at which shared experiences, insights, and personal reactions to microaggressions and implicit bias will form the content. The DEI and Belonging workgroup aims for 80% of managerial staff to participate in this discussion series and for the conversations and practices shared to be brought back to departments for further discussion and culture building.



ACKNOWLEDGEMENT, RECOGNITION, & RESPECT

Because of our faith in the value of belonging, over the life of this strategic plan, Yale Health intends to launch the TEAM (Together Everyone Achieves More) Recognition Program. We believe implementing TEAM will be an effective way to engage and motivate staff to dedicate themselves to principles of inclusion and diversity. TEAM will recognize individual or departmental efforts with respect to DEI and Belonging and incorporate them in the annual Better Together Award program.



PROFESSIONAL & PERSONAL DEVELOPMENT OF INCLUSIVE PRACTICE

At Yale Health, we value creating a culture of respect and establishing a diverse and cohesive work culture. As a priority in the first year, educational sessions will be conducted on recognizing and managing unconscious bias. The LinkedIn Learning Path program will also be offered with courses vetted by the ITS Climate, Cultures and Inclusion Task Force. Lectures which focus on cultural needs and competencies will be a priority offering in the second year.

Year 1 and 2 at a glance

ACCOMPLISHMENTS

1. Nineteen Diversity, Equity, Inclusion and Belonging educational programs including: Racism Tell Us What's On Your Heart, Implicit Bias Clinical Care and Disabilities, Implicit Bias in Healthcare, Transgender Care, Creating Inclusive Workplaces, Perspectives on Being a Patient at Yale Health, and Everyday Bias Program
2. Video shown on screens in lobby and waiting areas displaying Yale Health's anti-racism statement
3. Launched the first diversity, equity, inclusion, and belonging newsletter to Yale Health staff



2022: Launch of Yale Health's second DEI and Belonging Staff Survey



PLANNING TEAM

WENDY BRUNETTO,
CO-CHAIR

ARIEL PEREZ, CO-CHAIR

CHRISTINE CHEN, MD

ANDREA DEPETRIS, PHD

VICENTE DIAZ, MD

PAUL GENECHIN, MD, CEO

ABBY GOLDBLATT

ANITA KARNE, MD

MARIAM POONOSE

BARBARA PRIOR

PATRICK ROBERTS, PHARM.D.

JULIE ROSENBAUM, MD

MEGHAN ROSSINI

NENE SAYSIRI, RN

DEBORAH STANLEY-MCAULAY

LINDA STARACE-COLABELLA, MD

PETER STEERE

ONYINYECHUKUKA UMEUGO, RN

DENISE WHELAN



ARIEL PEREZ



WENDY BRUNETTO
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.

