

Diversity and Inclusion: The Road to Change

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Conflict of Interest Disclosure

I declare that I do not have any conflict or potential conflict of interest in relation to this presentation.



Objectives

Understand the dimensions of diversity.

Recognize the difference between diversity and inclusion.

Better understand personal responsibility in departmental/ organizational change.

Recognize one new characteristic of yourself that needs changed to promote inclusion.

STILL A BUZZWORD...THERE IS MORE TO IT

Diversity is important to the success of respiratory therapists as we deliver care to our patients AND move forward in our departments.

The 21st century will test educators, managers, and clinicians in the health care industry with whether they are competent and compassionate for diversity.

Discrimination is UNETHICAL!

What does ethical diversity mean?

- It **means** understanding that each individual is unique, and recognizing our individual differences.



AARC STATEMENT OF ETHICS AND PROFESSIONAL CONDUCT

Provide care without discrimination on any basis, with respect for the rights and dignity of all individuals.

AARC, 2015

Acceptance is the path to change.....

The word change can make people uncomfortable or they subconsciously think they have nothing to change.

This is a subject that is NOT going away!

Approximately 25% of Respiratory Therapists in the USA are non-white and this percent will continue to climb AND younger generations will be entering the workplace (DataUSA, 2016).

KEEP UP WITH THE CHANGE! (2005-2050)

287 million people are predicted to be living the United States by 2050, a 124 million increase.

The Hispanic population will increase from 9 percent to 25 percent of the population.

The Asian population will increase from 3 percent to 8 percent of the population.

Only 5% percent of Pennsylvania residents speak a language other than English compared to approximately 30% in Texas.

KEEP UP WITH THE CHANGE!

Approximately 25% of Americans are bilingual.

The African American population will increase from 12 percent to 14 percent of the population.

The non-Hispanic white population will decrease from 75 percent of the total population to 50 percent.

U.S. Census Bureau, 2018

Diversification of Erie, Pennsylvania

POPULATION

98,970

1.19% DECLINE

MEDIAN AGE

34.7

MEDIAN HOUSEHOLD INCOME


\$35,802

1.7% GROWTH

POVERTY RATE

26.8%

There are 8 races and ethnicities represented in Erie, PA as a share of the total population (U.S. Census Bureau 2019)



What's the difference between Diversity and Inclusion?

Diversity often focuses on the differences and refers to as “the mix” while Inclusion is the deliberate act of welcoming diversity. Inclusion helps create an environment where people can succeed and thrive.

Diversity is what you hopefully have and inclusion is what you should do!





HOW ARE WE DIVERSE?

Race, age, gender, sexual orientation, socio-economic status, age, physical abilities or disabilities, religion, political beliefs, likes and dislikes.

Remember..... no two people are the same! This is why we are still talking about this!



DIVERSITY IN OUR PROFESSION

64.9% of Respiratory Therapists are Female, making them the more common gender in the occupation.

The median age of Respiratory Therapists is 43.6.

25% of Respiratory Therapists are Non-White.

AARC POSITION STATEMENT 2018

The AARC accomplishes diversity and inclusion by:

- Demonstrating sensitivity to all forms of diversity and multiculturalism including, but not limited to: age, gender and gender identity, race, color and ethnicity, nationality and national origin, ancestry, religious affiliation and creed, sexual orientation, socioeconomic status, political affiliation, physical and mental abilities, veteran and active armed service status, job responsibilities and experience, education and training.
- Acknowledging the varied beliefs, attitudes, behaviors and customs of the people that constitute its communities of interest, thereby creating a diverse, multicultural, and inclusive professional environment.
- Promoting an appreciation for communication between, and understanding among, people with different beliefs and backgrounds.
- Accommodating the needs of the physically disabled at events and activities.
- Using multicultural content and gender-neutral references in documents and publications.
- Promoting diversity and inclusion through education and cultural competence in its education programs.
- Actively recruiting candidates from under-represented groups for leadership and mentoring programs.



SO MANY FALSE STEREOTYPES....EVEN PRIME
SHOWS PARTICIPATE IN THIS MOCKERY



Old dogs, young dogs, different personalities and different breeds yet we love them all ❤️



Rhetorical Pop Quiz

- 1) Do you get along better with your own age at work?
- 2) Do you get along better with your own gender at work?
- 3) Do you get along better with your own culture or race?
- 4) Do you think younger employees have different values than you?
- 5) Do you think older employees have different values than you?
- 6) Have you ever said "People like that"?
- 7) Have you ever thought someone was selfish or spoiled only because of their socioeconomic status?

IF YOU ANSWERED YES TO ANY OF THOSE QUESTIONS IT'S A GOOD THING YOU CAME TO THIS LECTURE: HIDDEN BIASES ARE REAL





HIDDEN BIASES

How do we learn prejudice?

Social scientists believe children begin to acquire prejudices and stereotypes as toddlers. Many studies have shown that as early as age 3, children pick up terms of racial prejudice without really understanding their significance.

Bringing Awareness to Hidden Prejudices & Myths



Lets test your knowledge and hidden
biases.....

If you are 60 years old, what generation are you? What myths are associated with this generation?

They cant learn new things, use more sick time, poor health

If you are 25, what generation are you? What myths are associated with this generation?

Work to live, job hoppers, entitlement

A few questions can determine your generation?

- 1) Can you name all the Beatles?
- 2) What is Tinder?
- 3) Do you know what a meme or a gif are?
- 4) Which clown do you recognize...



TRUTH OF IT ALL...SHOULD IT MATTER

We all have a tendency to have an *autopilot* mentality!

For diversity initiatives to be successful, we must be open to different points of view and allow people to express their individuality free of judgement.



FOOD FOR THOUGHT

We all have to recognize that each generation grew up experiencing significantly different world-events that have shaped our values and perceptions **THEREFORE** we act differently!

Which Generation are You?

Generation Name	Births Start	Births End	Youngest Age Today*	Oldest Age Today*
The Silent Generation	1925	1945	74	94
Baby Boomer Generation	1946	1964	55	73
Generation X (Baby Bust)	1965	1979	40	54
Millennials Generation Y, Gen Next	1980	1994	25	39
iGen / Gen Z	1995	2012	7	24
Gen Alpha	2013	2025	1	6

EVENTS WHICH SHAPE US

- Baby Boomers: Vietnam War, Woodstock, Voting age lowered to 18, JFK assassination, first black supreme court justice.
- Generation X: Latch key kids, increase in divorces, beginning of the internet, first Apple Mcintosh computer 1984.
- Millennials: Tragedy of Sept. 11, first consumers of new gadgets, growing up in heightened security.

Familiar Names in our Generations

Traditionals (Silent): Martin Luther King, Jr., Sandra Day O'Connor, Elvis.

Boomers: George Bush, Hilary Clinton, Oprah, Steven Spielberg.

Gen X: Michael Jordan, Courtney Love, Jennifer Aniston.

Millennials: Zac Efron, Molly Cyrus, Lindsay Lohan, Jonas brothers.

Gen Z: Shawn Mendes, Kendall Jenner, Zendaya, Meghan Trainor

Employees over 30 years old



Employees under 30 years old



At least they understand each other on Wednesday

INTERESTING.....

75% of workers age 55+ say they relate well to younger co-workers.

Only 56% of younger employees relate well to older workers.

(Torzian, 2015)

There is even generational differences in our
underwear!



ALL JOKING ASIDE.....

Have Accountability For Change. We need to start becoming more conscious of our unconscious and know that we can do more and be better when it comes to creating cultures of inclusivity.

More than 40% of job turnover happens within the first month of hiring!

STRATEGIES TO OVERCOME BARRIERS

1. Examine your values, behaviors, beliefs and assumptions.
2. Recognize racism and the behaviors that breed racism.
3. Engage in activities that help you to reframe your thinking, allowing you to hear and understand other world views and perspectives.
4. Familiarize yourself with the core cultural elements of the community you serve AND keep up with the changes.

STRATEGIES TO OVERCOME BARRIERS

5. Engage patients or coworkers to share how their reality is similar to, or different from, what you have learned of their core cultural elements.
6. Learn how other cultures define, name and understand disease and treatment.
7. Develop a relationship of trust with patients and co-workers by interacting with openness, understanding and a willingness to hear different perceptions.
8. Create a welcoming environment that reflects the diverse community that you serve....AKA inclusiveness!

IMPORTANT PRACTICE TO REMEMBER

Inclusion = Clinical Ethics

Clinical ethics promotes reflective practice and the making of “right” choices and decisions in the delivery of health care. It is not always clear what the “right” decision is in specific cases.

ULTIMATE GOAL

- Promote a team conscience that is inclusive and reflective of the markets we serve.
- Foster diverse thought and an inclusive work environment that enables each coworker to excel.
- Provide our patients with the best talent to understand and meet their unique needs.
- Recognize that each of us has a different way of thinking and perceiving our world and that these differences often lead to innovative solutions.

BE RECEPTIVE TO MORE EDUCATION!

Diversity training benefits a **workplace** by allowing employees/schools to let their guards down and build healthy relationships, as well as decreasing at-work bullying and discrimination.

Don't ever let myths OR hidden biases affect your relationships with coworkers or patients.

Diversity training/ education can benefit an organization by helping to prevent civil rights violations, increasing the inclusion of different identity groups, and promoting better teamwork.

CONCLUSION

We all have a responsibility for making people feel comfortable despite our differences.

When you feel like you belong somewhere, your work ethic improves because you feel like it's your company, too.

If you are disinterested in self reflection & embracing a more positive culture then you should consider working from home




IF YOU COULD STAND IN THEIR SHOES

Quit judging.....patients, coworkers, strangers...anyone!
Do you really know what they are going through?


Kindness, empathy and inclusion have similar outcomes!





Different
Individuals
Valuing
Each other
Regardless of
Skin
Intellect
Talents or
Years

DIVERSITY HAS MANY LAYERS!



Diversity is the one true thing we all have in common. Celebrate it every day."

Maya Angelou

Blessed is the **generation** in which the old listen to the young; and doubly blessed is the **generation** in which the young listen to the old"

Unknown author

THANK YOU!
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