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*To register, please contact Kelly Yost,  
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*Questions? Contact Kelly Yost, Manager of  
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## The Conversation on Race: Understanding the Past, Acknowledging the Present, & Shaping the Future

### Program Overview

Using data, information and available statistics this program outlines concerns and gives insight to issues around race and race relations in modern times. Current questions as well as societal influences and reactions will be highlighted. This is an opportunity for all healthcare staff to begin an earnest exploration into the topic of race relations, racist behavior and systemic & institutional racism.

## How to Practice Daily Inclusion & Civility in a Healthcare Setting

### Program Overview

It is important to recognize that inclusion and civility around matters of "race" can have a positive impact on the functioning of our individual departments as well as our entire organization. This includes the quality of our clinical performance, our ability to maintain a safe patient environment, and the desirability of our work environment for staff. During this program, we will share research regarding inclusion and psychological safety, and explore how inclusion and civility activate the benefits of diversity by creating a more productive and effective organization.

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## How to Have Respectful & Productive Conversations About Race in the Workplace

### Program Overview

Most of us have been taught not to discuss “race” at work so it is not a surprise that the majority of us lack the very skill set that is needed in today’s workplace environment. During this session, you will learn how to avoid the common mistakes typically made during these conversations. You will also walk away with specific active listening tips and phrases that will help you begin and sustain these conversations with all members of your staff as well as other colleagues in your organization.

## Combating Disparities & Systemic Racism in Healthcare: An Introduction to the Issue

### Program Overview

In this one-hour webinar, Dr. Nicole Rochester provides an historical perspective of racism in healthcare up to, and including, our current environment. Disparities that are well documented in the literature and research will be explored and, the subsequent implications for the health and treatment of patients will be identified. Sources of implicit bias in the delivery of healthcare will also be noted along with strategies for suppressing its negative impact on healthcare delivery.

## Combating Disparities & Systemic Racism in Healthcare: How Disparities are Embedded in our Systems & our Workforce

### Program Overview

This one-hour webinar builds on the previous “Introduction” through its exploration of systemic racism and how policies and practices in our own healthcare organization may include “hidden” biases that skew the effects and results of our own delivery of healthcare. Workforce issues pertinent to the discussion will be explored, and strategies for addressing those biased policies and practices will be identified.