

ADDRESSING STRUCTURAL RACISM

Tools and Techniques to Building Better Culture

As trusted leaders in your communities and institutions, hospitals and health systems must promote equity in your organizations. This starts with recognizing and combating common biases that are disruptive to the workforce and to caring for patients. In a new Addressing Structural Racism series, presented by the Maryland Hospital Association (MHA) and the Maryland Healthcare Education Institute (MHEI), you'll learn how to recognize and stop microaggressions in the workplace and tools and techniques to combat common biases and put an end to institutional biases. These changes must happen to truly impact and improve health disparities and inequities.

ADDRESSING STRUCTURAL RACISM SERIES PRESENTED BY



Maryland
Hospital Association



Lead. Educate. Inform.

HOW TO RECOGNIZE AND RESPOND TO MICROAGGRESSIONS

MAY 12 with ERIKA MCMULLEN

Microaggressions are subtle yet denigrating behaviors or messages you communicate and experience – with colleagues and patients. During this program, we discuss what microaggressions are, intent vs. impact, and typical reactions. We explore different ways to respond to microaggressions. Participants receive tools to help colleagues and other team members recognize, respond, and combat microaggressions.

COMMON BIASES IMPACTING HR: WHAT ARE THEY & HOW TO ADDRESS THEM

MAY 26 with ERIKA MCMULLEN

Every day we use mental short cuts to make decisions, yet this can lead to bias and negative outcomes. The challenge, in an HR environment of unrelenting change, is that we don't feel we have the time to mitigate bias, don't understand why it matters, or think bias is a four-letter word not to be discussed. How can we make better decisions and drive toward improved and more inclusive Human Resources processes? During this session, you will learn how to manage biases impacting your sourcing, interviewing, hiring, development and advancement of talent.

HOW TO RECOGNIZE AND DISRUPT INSTITUTIONAL BIAS

JUNE 10 with ERIKA MCMULLEN

Bias at an institutional level impacts many people. Yet, most of us have a hard time recognizing institutional bias—even though it is all around us. These biases are built into our processes and procedures and silently provide benefits to certain groups over others. Each of us has the power to increase our awareness and impact change. During this session, you will learn how to recognize the institutional biases in your organization and effective ways to disrupt it. Join to bring back skills and techniques to your department or organization.

HOW TO FOSTER PSYCHOLOGICAL SAFETY AND DRIVE INCLUSION

TBD with ERIKA MCMULLEN

Research has shown psychological safety is an essential component of inclusion and high performing teams. When team members feel comfortable they share ideas, ask questions, and readily admit errors without fear of judgment. This leads to healthier, happier, and more effective teams and patients. In health care, psychological safety can also mitigate the friction of working on highly diverse and specialized teams in a complex environment. During this session, you will learn how to intentionally foster psychological safety.

HOW TO CREATE AN INCLUSIVE WORKPLACE CULTURE

TBD with ERIKA MCMULLEN

We talk about inclusion as the side kick to diversity, but what does it really mean? Why is it important and how does it empower individuals? How do you intentionally create an inclusive workplace culture? During this session, you will learn the necessary components to create and sustain an inclusive workplace culture.