

Diversity, Equity & Inclusion

How to Deliver Change in Wisconsin Healthcare

Objectives

- Define the terms of diversity, equity and inclusion (DE&I)
- Discuss successes and challenges of various DE&I initiatives in local healthcare systems
- Assess how DE&I efforts have impacted patient care and the community
- Learn how to apply DE&I initiatives to your organization

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Moderator



Shane Lloyd, MPH

- *Head of Diversity, Inclusion and Belonging for Success*
- *Baker Tilly US, LLP*
- *Silver Spring, Maryland*

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Panelist



Erickajoy Daniels

- *Senior Vice President, Chief Diversity, Equity and Inclusion Officer*
- *Advocate Aurora Health*
- *Milwaukee, Wisconsin*

Panelist



**Andrés Gonzalez, M.Ed.,
CCDP/AP**

- *Vice President, Chief Diversity Officer*
- *Froedtert & the Medical College of Wisconsin*
- *Milwaukee, Wisconsin*

Question 1

How do you and/or your organization define diversity, equity and inclusion (DE&I)? What should the audience understand about potential differences with defining these terms?



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Question 2

How and when did you get involved with DE&I in your career and within your organization?

Why is it important to you and your organization?



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Question 3

What role has leadership played in your organization with regard to DE&I efforts, and what advice do you have for leaders who want to support these efforts in their organizations?

Question 4

What initiatives or programs have you found to be successful in your organization from an employee standpoint? What resources or support were crucial to the success?

Question 5

Have there been any key community or organizational partnerships undertaken that have assisted DE&I efforts? Are there any specific examples to share?



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Question 6

Let's discuss some pivotal events and legislation that have impacted both DE&I and the healthcare industry. What was the impact on your organization and how has the approach to DE&I changed, if any, as a result?

- The murder of George Floyd and nationwide protests
- State bans on access to medical treatments for trans youth



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Question 7

What challenges have you faced implementing DE&I efforts, and how are you working to overcome them?



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Question 8

What advice would you give other healthcare systems who may want to focus on or implement DE&I initiatives in the next year?



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Questions from the audience