

# **METROHEALTH GOALS FOR RACIAL EQUITY & INCLUSION**

## **BUILDING SUSTAINABLE EQUITY**

- **Improve Black and other minority representation at senior levels of the organization**
- **Improve leadership representation of underrepresented groups**
- **Focus on hiring, retention, and promotion at all levels for Black and other minorities**
- **Enhance hiring, retention, and promotion of diverse candidates for Medical Staff**
- **Create a stronger sense of inclusion and belonging for our Black and other minority staff in particular, and all employees in general**
- **Eliminate or substantially reduce health disparities among our patients**
- **Support regional efforts to reduce mental and physical health disparities**
- **Promote economic equity and participation in all our activities**
- **Establish a range of anti-bias and anti-racism educational programs for all employees**



## **BUILD CAPABILITIES**

### **ESTABLISH AN UNDERSTANDING OF RACE EQUITY AND INCLUSION PRINCIPLES**

- Establish common language and definitions
- Education & Training
  - History of Racism and Inequality
  - Principles & Dimensions of DEI (terminology, concepts)
  - Cultural Competency & Health Equity (includes SDOH)
  - Unconscious Bias (pre-req: Implicit Bias Assessments)
  - Becoming an Ally/Champion
  - Employee and Patient Storytelling

**EQUITY** - Understand and give people what they need to enjoy full, healthy lives.

**EQUALITY** - Ensure that everyone gets the same things in order to enjoy full, healthy lives.

Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.