



LINK BETWEEN INCLUSIVE MINDSET AND HEALTH EQUITY

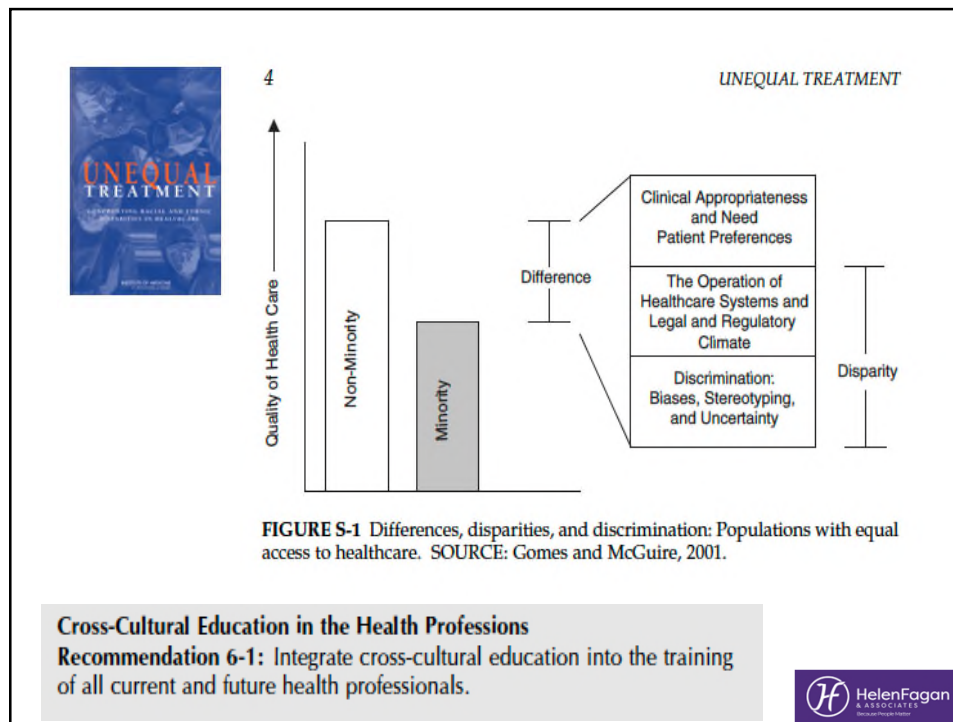
HELEN ABDALI SOOSAN FAGAN PH.D.



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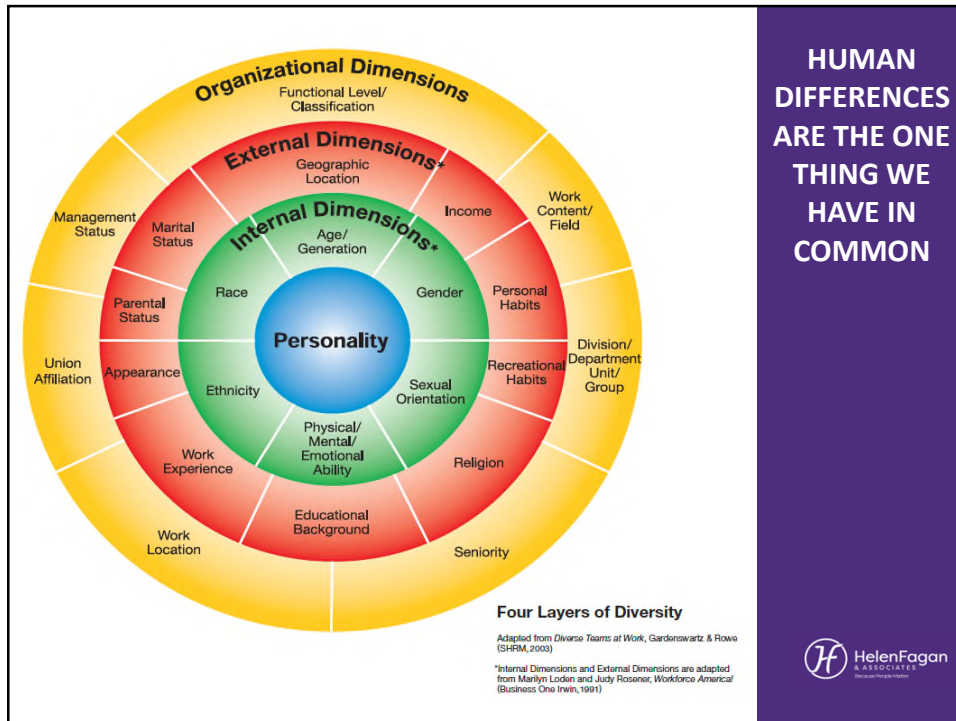
Elements of Culture that Impact Health Decisions

1. Role of Family
2. Communication
3. Time
4. Control
5. Personal Space
6. Privacy
7. Power Distance
8. Health & Illness

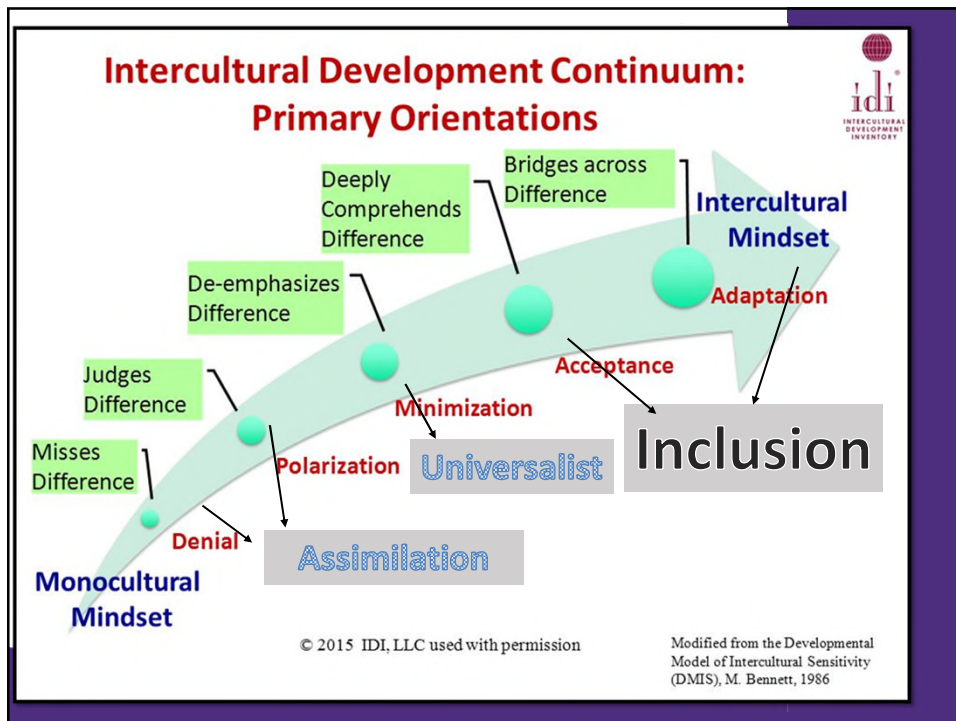


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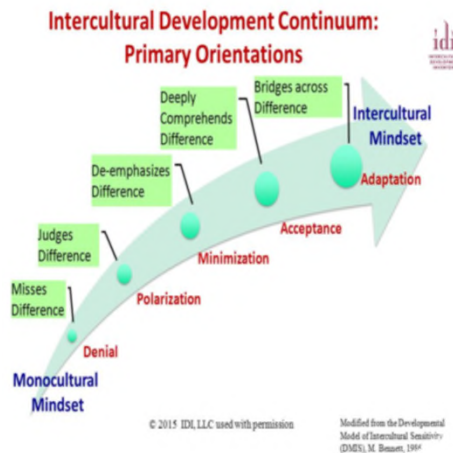
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Monocultural Mindset:

- Uses Stereotypes to make sense of differences
- Typically connects culture only to language, ethnicity or nationality
- Differences are perceived as Bad/Wrong/Negative

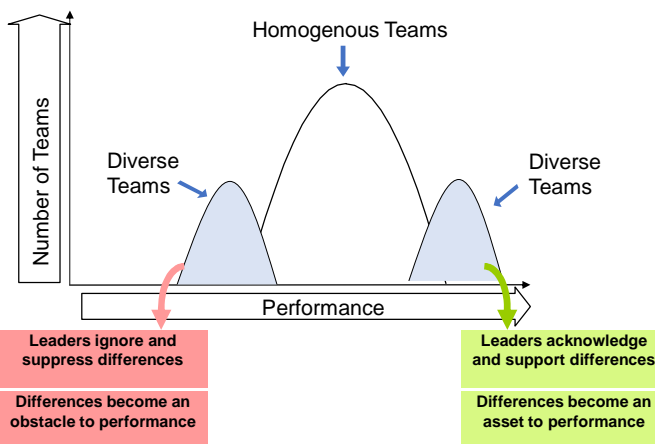
Intercultural Mindset:

- Broad and in-depth understanding of culture and its impact on behavior
- Begins with a level of humility and self awareness about one's own cultural layers to understand impact on self and others
- Uses General Cultural frameworks to add to their understanding of their clients, colleagues and other stakeholders



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LEADERS SET THE TONE THAT OTHERS FOLLOW

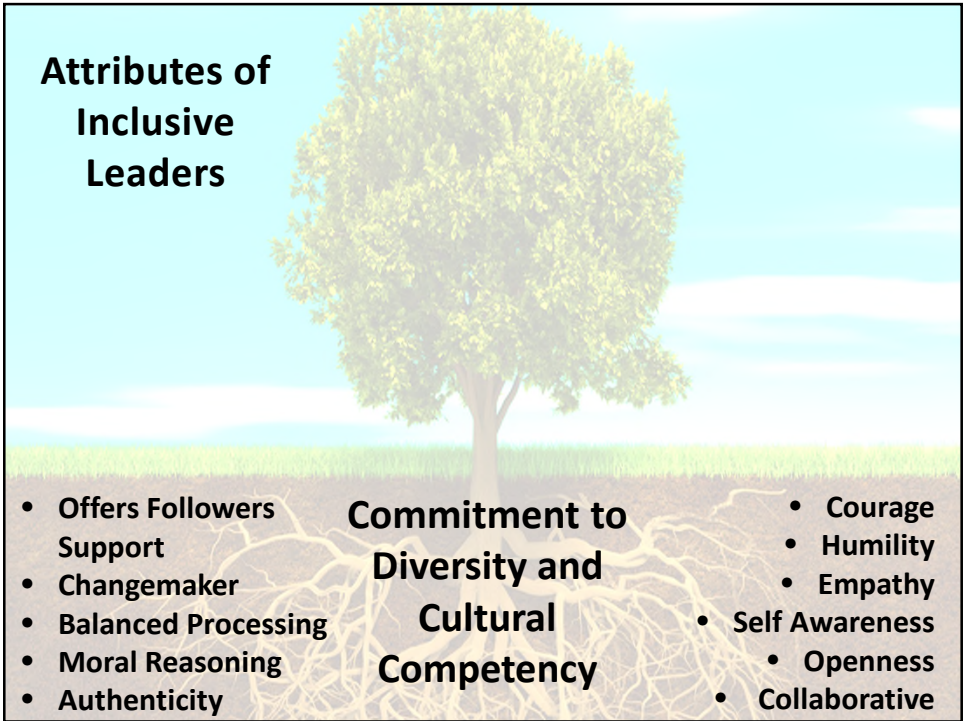


Distefano, J.J., Creating Value with Diverse Teams in Global Management, Organizational Dynamics, Vol 29, No. 1, pp 45-63, 2000



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Attributes of Inclusive Leaders



- Offers Followers Support
- Changemaker
- Balanced Processing
- Moral Reasoning
- Authenticity

Commitment to Diversity and Cultural Competency

- Courage
- Humility
- Empathy
- Self Awareness
- Openness
- Collaborative

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What is the Status of Disparities Today?

Despite the recognition and documentation of disparities for decades and overall improvements in population health over time, many **disparities persist**, and in some cases, have widened over time.

Leveraging Healthy People to Advance Health Equity

Health Equity is the attainment of the highest level of health for all people.


Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and social determinants of health — and to eliminate disparities in health and health care.



Objectives


Identify priorities by browsing **Leading Health Indicators and other objectives**

Compare **population-level progress** to national targets



Data


Use **Healthy People data** to track health disparities and inform program and policy development



Resources

Find inspiration by consulting **evidence-based resources** to use in your community


Review **Healthy People in Action stories** to learn how others are addressing health equity



Frameworks

Use the **Healthy People 2030 framework** as a model for program planning

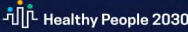
Use the **social determinants of health framework** to build **partnerships across sectors** and communicate root causes of health disparities




Definitions

Use the definitions of **health equity** and **health disparities** to promote a shared understanding and identify areas for collaborative action to improve health for all

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You can't *grow* a plant by dipping it into the soil *once* a year. It requires *consistent connection* to develop a strong root system.

We can't eliminate health disparities by not only dipping ourselves in a training once a year or when its convenient



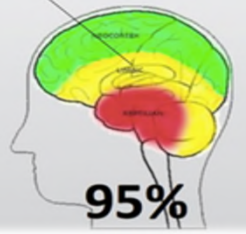
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<p>System 1 :</p> <ul style="list-style-type: none"> The brain's embedded survival circuitry challenges the brain's ability to be inclusive The brain has very strong, built-in preferences for what is familiar and already known and prefers people who look like us Social pain of exclusion registers in the brain as strongly as physical pain 	<p>System 2 :</p> <ul style="list-style-type: none"> Recognize and manage unconscious or implicit bias Open to others' experiences and perspectives Build trust with others quickly Balance logic and emotion for optimal decision making
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SYSTEM 1 AND SYSTEM 2 PROCESSING

"FIRST REACTIONS"

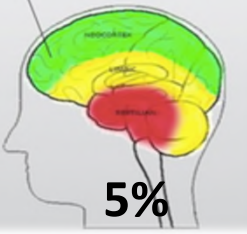
System 1 = fast, automatic, impulsive, associative, **emotional**, and unconscious processing = limbic.



95%

"THINKING"

System 2 = slower, conscious, reflective, deliberative, analytical, rational, logical processing = neocortex.



5%

Kahneman, D. (2011). *Thinking Fast and Slow*. New York, NY. Farrar, Straus and Giroux

Rock, D., and Ting, Y. (2009). *Neuroscience of Engagement*. NeuroLeadership Journal. Issue Two

Mlodinow, L. (2012). *Subliminal: How Your Unconscious Mind Rules Your Behavior*. New York, NY Pantheon

Banaji, M.R. and Greenwald, A.G. (2016). *Blindspot: Hidden Biases of Good People*. New York, NY. Random House.

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Shifting Mindset Requires Consistent, Intentional Effort

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NEUROPLASTICITY in action
Witnessing brand new connections in the brain



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Sample Activity

- 1) Identify a dimension that has shaped how you see yourself.
- 2) How does this dimension impact your expectation of others in the workplace?

Four Layers of Diversity
Adapted from Diverse Teams at Work, Gardenewartz & Rowe (SHRM, 2003)
 *Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business One Irwin, 1991)

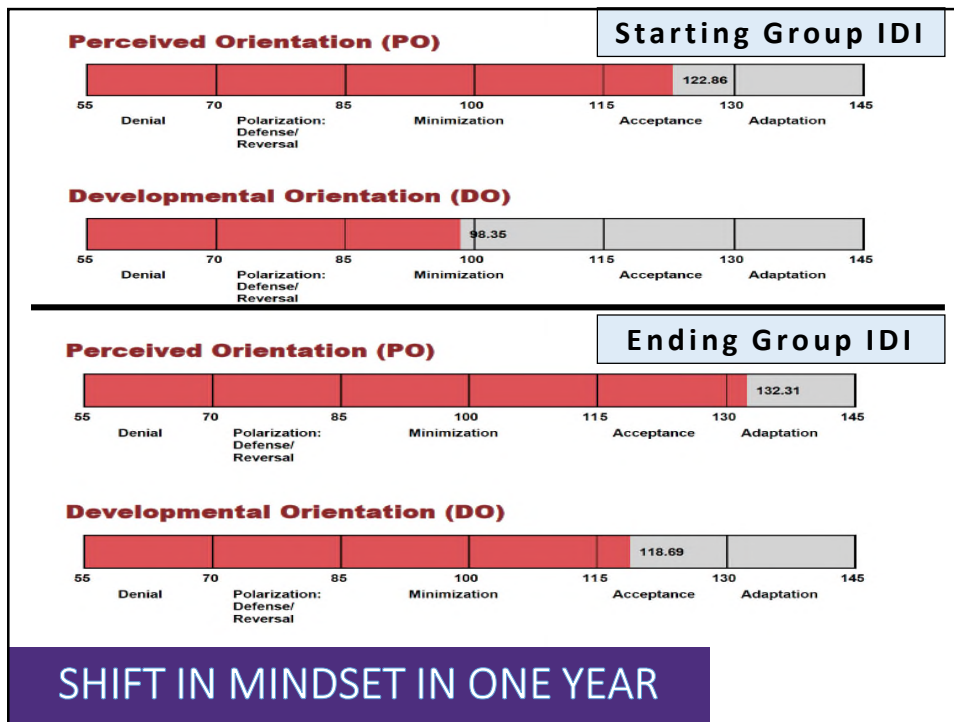
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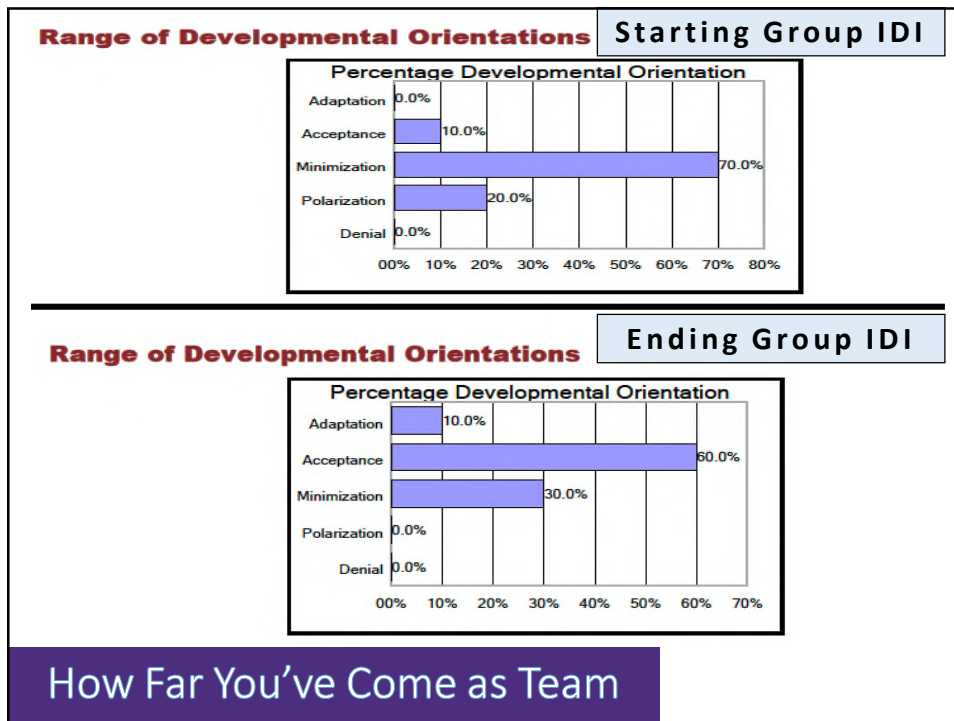
INCLUSIVE MINDSET PROCESS OF DEVELOPMENT

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Individual Goals	Starting Rating	Ending Rating	%age Change
More deeply understand how my own cultural community has influenced some of my core beliefs & values.	7	9	29
Increase my leadership in my organization around diversity and inclusion efforts.	6	8	33
Increase my leadership in my personal life around diversity and inclusion efforts.	6	8	33
Increase my internal understanding and self-reflection of how my own culture has been shaped.	3	8	167
Seek educational articles, podcasts, and readings and how I can better bridge across diverse communities.	3	5	67
Lean more on the Leading Orientation and as a leader embracing differing cultural values & principles.	4	8	100
Understand biases in the workplace that can lead to others feeling excluded.	4	8	100
I would like to more deeply understand and appreciate the male perspective.	4	7	75
I would like to increase my ability to set boundaries kindly and respectfully.	4	7	75
Obtain a clearer understanding of third culture children.	2	6	200
Journal when something does not settle right with me to become more curious than uncomfortable.	1	6	500
Explore how my how my previous career as a probation officer affects my perception of others.	3	8	167
Understand more how my culture influences my behavior.	3	8	167
Explore and increase my knowledge and understanding of the deep culture from the iceberg concept of culture.	3	8	167
Identify commonalities and differences of my own and others' cultural beliefs and behaviors	3	8	167
Increase my understanding of others.	2	6	200
Identify Strengths	3	7	133
Dive into	4	8	100
Intentionally focus on commonality with a deeper understanding of differences that aren't familiar to me.	4	7	75
Enhancing DEI initiatives to increase employees' sense of belonging and comfort level of being their "whole/true self"	4	6	50
Become more aware of my unconscious biases.	5	8	60
Learn how to bring my diverse team together, so all feel included.	4	6	50
Have those tough conversations with others who may have biases that can lead to others feeling excluded.	3	6	100
Grow my confidence in understanding when I am operating from a place of bias	3	7	133
Gain skills in analyzing programs for equity (not just language but other facets)	6	8	33
Grow my skills in moving between different cultural contexts	2	6	200
Dive into my own culture to learn a deeper how my thoughts, actions, beliefs & parenting are culturally grounded?	1	7	600
Educate myself and begin to understand my own and others' deep culture and how they exist together.	4	6	50
Stop looking at other cultures through the lens of my own but rather see them exactly as they are.	2	7	250

Average Gain – 138%

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