

# DIVERSITY, INCLUSION AND E

# DEI AREAS OF FOCUS – DESCRIPTIONS

## Advocacy for Women

- Engage women leadership, faculty, staff, students, and trainees to identify workplace gender inequities and support and advance opportunities for professional development.

## Communications

- Enhance knowledge and awareness of DEI efforts at all levels within the organization and showcase successes and best practices for external recognition.

## Community Engagement

- Promote outreach and collaboration with local vendors, organizations, and institutions aligned with DEI initiatives.

- Eliminate inequities and improve quality and health outcomes for the MSHS community through collaborative and strategic partnerships.



# DEI AREAS OF FOCUS – DESCRIPTIONS CONTINUED

## **Lesbian, Gay, Bisexual, Transgender, and Gender Non-Binary (LGB/TGNB) Programs and Policies**

- Advance the awareness and attend to the needs of lesbian, gay, bisexual, transgender, queer (LGBTQ) and gender nonbinary (GNB) patients and staff with respect and compassion.

## **Military/Veterans**

- Identify the needs of and provide support to faculty, staff, students, and trainees who identify as active, reserve, or retired members of the U.S. military.

## **People with Disabilities**

- Raise awareness and understanding of people with disabilities to create an inclusive and equitable work and healthcare environment for all.

- Implement best practices in talent acquisition and retention to increase the representation of underrepresented groups among leadership, faculty, staff, students, and trainees.

