

# AT OUR BEST TOGETHER



We are committed to creating an inclusive culture that welcomes the richness of diversity at our organizations.



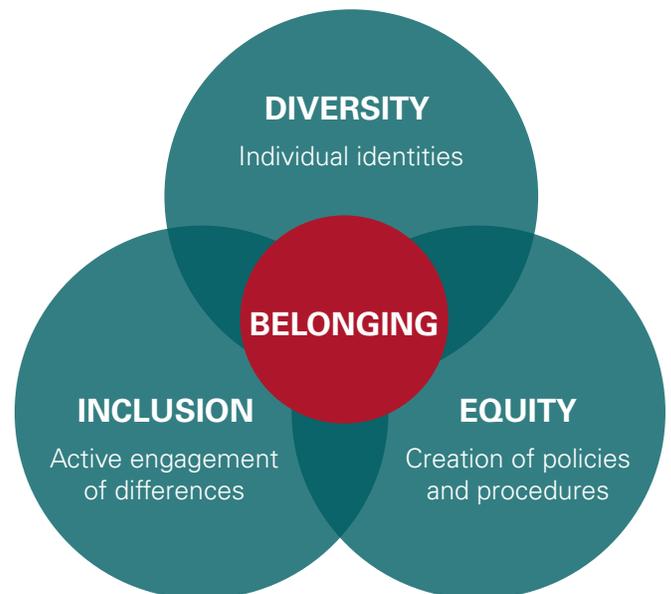
## Diversity, Equity and Inclusion Guide

### Principles and Common Language

#### INCLUSION AND BELONGING STATEMENT

Nebraska Medicine and UNMC's ITEACH Values call upon us all to examine how our individual contributions enable us to collectively offer extraordinary care to our patients, our learners, and one another. We believe that these principles can only be achieved through a strong commitment to ensuring that all voices are valued; embedding equity-based practices and principles throughout our organization; and, embracing, supporting and affirming the rich diversity of our community.

We recognize that focusing on diversity across our organization is not enough. Inclusion is working across difference and valuing the ideas and contributions of all members of our community. Inclusion means that our workforce, our patients and their families, and members of our community know that they belong at Nebraska Medicine and UNMC.



## COMMON LANGUAGE DEFINITIONS

### // DIVERSITY

Diversity includes many aspects of our individual identities. When we say “diversity” at UNMC/Nebraska Medicine, we are referring to the internal, external and organizational factors that contribute to how we, as individuals, experience the world.

*>Please refer to the diversity wheel to see a broader picture of our dimensions of diversity.*

### // EQUITY

Unlike equality, equity considers an individual’s life experiences and/or circumstances and requires new, innovative approaches to create policies and practices that offer historically underserved and/or marginalized populations the opportunity to have equal access to and full participation in every aspect of our organization.

Equity represents the creation of policies and practices. In the context of health care, equity requires that we take a critical look at how our current policies and practices impact our patients and their families, our learners, our colleagues, and our community, and taking the necessary steps to address any barriers.

### // INCLUSION

Active engagement across forms of difference.

### // CULTURAL COMPETENCE/INTELLIGENCE

The continuous cultivation of the knowledge, behaviors, skills, understandings, and sensitivities that enable effective intercultural performance.

### // CULTURAL HUMILITY

The process of self-reflection and awareness that allows us to develop meaningful and authentic relationships.

### // IMPLICIT BIAS

Unconscious attitudes or stereotypes that affect our understanding, actions, and decisions. These shortcuts are prevalent when individuals have: (1) ambiguous or incomplete information, (2) time constraints, or (3) compromised cognitive control (e.g., fatigue).

### // INCLUSIVE INTEGRITY

The outward and unapologetic demonstration of a commitment to equity. Inclusive Integrity requires the removal of self-interest, a commitment to perpetual learning, and an applied understanding of empathy and compassion.

### // MICROAGGRESSIONS

Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward marginalized communities. Perpetrators of microaggressions are often unaware that they engage in such communications.

### // MOTIVATED AWARENESS

The active engagement with uncomfortable topics and discussions that allow us to grow individually and collectively. Motivated awareness balances cultural humility with personal action.

