

## Diversity, Equity, and Inclusion (DEI) Checklist

For use with the **Framework for Problem Solving**

### STEP 1. Get into a “diversity, equity, and inclusion” frame of mind

Review these concepts that should be considered while discussing your team’s work.

<b>Equity</b>	attainment of the highest level of opportunity/engagement/health for all <sup>1</sup>
<b>Disparities/inequities</b>	differences in opportunity/engagement/health based on characteristics of individual or group diversity
<b>Diversity</b>	the varied identities and experiences within our teams and the families and communities we serve
<b>Inclusion</b>	inviting all people to take part in building our processes and structures, a necessary step to achieving best outcomes
<b>Bias (implicit or explicit)</b>	preferences in individuals and systems or processes that can drive differences in opportunity/engagement/health
<b>Racism</b>	system of structuring opportunity and assigning value based on the social interpretation of how one looks (which is what we call ‘race’) <sup>2</sup>
<b>Anti-racism</b>	practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism <sup>3</sup>
<b>Cultural humility and competency</b>	attitudes, knowledge, and skills needed to work effectively with those who are different from us, includes cultural awareness/sensitivity/responsiveness
<b>Social determinants of health</b>	conditions in which people are born, grow, live, work and age; shaped by distribution of money, power and resources <sup>4</sup>

1. adapted from Healthy People 2020, <https://www.healthypeople.gov/2020/about/foundation-health-measures/Disparities>; 2. American Academy of Pediatrics, The Impact of Racism on Child and Adolescent Health 3. Ontario Anti-racism Secretariat; 4. World Health Organization, [https://www.who.int/social\\_determinants/sdh\\_definition/en/](https://www.who.int/social_determinants/sdh_definition/en/)

### STEP 2. Think about diversity broadly

There are many characteristics of diversity known to contribute to disparities in opportunity, engagement, and health in our communities and our workplaces. These include:

**Age, education, job role, income, neighborhood/ZIP code, disability, gender identity, sexual orientation, race/ethnicity, language preference, literacy, religion, immigrant status, acculturation, and many others.**

### STEP 3. Ask at every turn

When addressing each box in the framework, consider and discuss how concepts and characteristics listed in STEPS 1 & 2 relate to the questions your team is answering.

### STEP 4. Keep track of your thoughts

Please use the worksheet on the next page to record how the concepts above do or don’t apply to each step of your process.

Team: \_\_\_\_\_

## Worksheet for considering diversity, equity, and inclusion in problem solving

Please record your group's thoughts about how the terms and characteristics listed in the DEI checklist might apply to each step in your problem-solving process:

### Box 1. Clarify the problem

Factors identified:  Yes  No

Please explain:

### Box 2. Break down the problem

Factors identified:  Yes  No

Please explain:

### Box 3. Set a target

Factors identified:  Yes  No

Please explain:

### Box 4. Identify root cause

Factors identified:  Yes  No

Please explain:

### Box 5. Develop and implement countermeasure

Factors identified:  Yes  No

Please explain:

### Box 6. Check results and process

Factors identified:  Yes  No

Please explain:

### Box 7. Standardize and follow up

Factors identified:  Yes  No

Please explain:

**Questions? Not sure how to best use this tool?** Please contact JC Cowden ([jdcowden@cmh.edu](mailto:jdcowden@cmh.edu)) with the Health Equity Integration Project (HEIP) at Children's Mercy Kansas City.

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