



# monthly culture conversation

BE  
EXTRAORDINARY  
**TOGETHER.**

# Inclusion and Diversity

## Inclusion

Having an environment that appreciates and respects diversity to the extent that all colleagues, patients and their families feel comfortable in being themselves and have the opportunity to contribute to the organizations' success.

## Diversity

Having robust representation of the characteristics that make us different from one another in the make-up of colleagues at all levels, within all departments and within all positions throughout both organizations. Those characteristics may be physical, socio-economic, behavioral or ideological.

## Why are Nebraska Medicine and UNMC College of Medicine focusing on inclusion and diversity?

Providing extraordinary care requires us to show empathy and fully understand the patient populations we serve and we should reflect this diversity in our workforce. It is the right thing to do.

- Focusing on inclusion allows all colleagues to work and contribute our best
- Inclusion and Diversity reflects our organizational values and is consistent with achieving our mission
- We will attract the best and retain the best colleagues



# Inclusion and Diversity Assignment

**In our monthly culture conversations so far, we've covered the following concepts:**

- Be Here Now
- Mood Elevator
- Appreciation
- Stay Curious
- Positive Intent
- Accountability
- Filters

**As a team, pick three of these concepts and answer the following questions:**

- 1** How can practicing this culture concept help us in our journey to be a more inclusive and diverse team/organization?
- 2** To what practices am I willing to commit?
- 3** What do we need to be doing differently or more of as a team?

