



Parkland

Diversity, Equity, & Inclusion is a Mission, a Vision, and Our Work! A Safety-Net County Hospital's Journey

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BACKGROUND

Purpose: Diversity, Equity, and Inclusion (DEI) continues to be a systemic issue among underrepresented communities within the healthcare system. Understanding the importance of DEI within safety-net hospitals is essential to promoting access to care, particularly given the increasing growth of underrepresented populations in the United States. Previous US Surgeon General reports identify that in the future, the primary method of reaching the underserved population will be through the education of racially and ethnically diverse healthcare professionals. Therefore, academic medical centers should recruit culturally competent students and develop pipeline programs to promote a diverse workforce. Cultural competency training is exceptional in aiding health care workers to provide the most appropriate and sensitive care for diverse populations. Integrating principles of DEI into the overall setting of a healthcare organization can be daunting. Parkland Health has made it their mission to amplify core values by imploring leaders and staff to move beyond toleration of diversity to transformation for equity through consciously inclusive behaviors. The vision is to perpetuate a sense of belonging that permeates the organization. The intent of this poster is to display the evolution of employee resource groups and the journey to allyship to instill an implementation plan into strategic goals over a five-year period. This DEI plan aligns with Parkland's overall commitment to promoting belonging and equity, while fostering the standardization of inclusive practices.

OBJECTIVES

1. Identify significance of DEI in organizational success.
2. Describe how clinical and business efforts can align with equitable practices.
3. Discuss allyship opportunities at Parkland Health.

Figure 1: DEI Strategic Goals, 2021-2024



CLINICAL & BUSINESS SIGNIFICANCE

- Research shows that highly inclusive organizations outperform their counterparts on efficiency, profitability, and innovation.
- Leading organizations recognize the role of DEI in promoting a trauma-informed and psychologically safe culture, which reduces issues on workplace violence, patient safety, & workforce well-being.
- Evidence suggests regular staff training on DEI issues can improve employee engagement rates, support inclusive recruitment and retention processes, and foster collaborative workspaces.

Figure 2: DEI Initiatives at Parkland Health



Figure 3: Employee Resource Group Program



PRACTICAL IMPLICATIONS

- Integrating DEI best practices into organizational strategic plan and core values communicates visible commitment to a growth-oriented mindset.
- Implementing DEI education into staff development programs improves awareness and contributes to inclusive and equitable practices.
- Further effort is necessary on developing sustainable initiatives that respond to the ever-evolving needs in the DEI space.

AWARDS & RECOGNITIONS

