Compass

1 (Required)

A note from the IDEAA team

2 (Required)

Defining Diversity
What experiences do you bring to UHN?

3 (Optional)

How Diversity Makes Us Smarter
Being around people from different lived-experiences enhances our perspective

4 (Optional)

Diversity Fosters Creativity
Diverse teams = creative teams

5 (Required)

Diversity in healthcare
Why diverse healthcare is better healthcare
Dear reader,

We want to welcome you to Workbook #2: Diversity.

In this workbook you will be introduced to specialized IDEAA curriculum that aims to enhance IDEAA-competency, and increase your knowledge of diversity in the workplace.

Learning objectives include:
- Become comfortable with IDEAA terminology such as diversity.
- Understand the power and importance of diverse hiring.

We began this series to instill confidence in members of #TeamUHN in all areas of IDEAA, and to produce the next generation of inclusive leaders in healthcare.

We encourage you to complete this workbook at your own pace within a period of 0-6 months to give yourself the time you need to fully digest the material and explore this new and exciting curriculum.

In solidarity,

Jacquie & Zainab
Office of IDEAA
Diversity

Diversity simply defined, is a measure of the different lived-experiences in a given setting.

As the variety of lived-experiences increases, so does the level of diversity.

A diverse workplace actively recruits, retains and develops people from various lived-experiences and values their perspective.

Diverse team members will bring lived-experiences to the workplace that relate to their:

- Gender
- Race
- Sexual orientation
- Religion
- Socio-economic status
- Education status
- Place of origin
- Accessibility needs
- Caregiver status
- And more
What diverse lived-experiences do you bring to UHN? How might these lived-experiences support your skills in the workplace?
Diverse teams = smart teams

Research consistently shows that diverse teams are more agile and equipped for success.

But did you know that working in diverse teams makes us smarter?

Working alongside team members from diverse backgrounds increases our own worldview, and gives us access to lived-experiences outside of our personal lens.

“We need diversity if we are to change, grow, and innovate.”

Complete the following reading on social intelligence and diversity before moving onto the next reflection here.
List *three* examples of how diversity in your team has expanded your worldview.
Why Diversity is the Mother of Creativity

Problem-solving requires looking at the issue-at-hand in different ways, from different perspectives and trying out different solutions until you reach the desired outcome. Being around different perspectives and world views expands our ability to look at things from multiple points of view, and it's why being apart of diverse teams not only makes us smarter, but more creative.
In what ways could diversity among team members enhance problem-solving? Give one example relevant to your current role.
Our race, gender, class, sexuality, and education (among other factors) play a big role in determining the quality of healthcare we receive in the medical setting.

Healthcare professionals must be prepared to understand diverse lived-experiences and how they impact healthcare outcomes for equity-seeking groups.

Ensuring healthcare teams themselves are diverse is a critical step to providing inclusive, effective healthcare.

To learn more about the benefits of diversity in healthcare, click here.
Why is diversity so critical in the healthcare setting? What happens when healthcare teams are not diverse and only represent a singular perspective?