## OUR VISION

Houston Methodist will be known for having a culture of inclusive behavior that allows us to provide unparalleled, personalized care and service to a diverse patient population through effective teamwork, while ensuring dignity and respect for every patient, provider, colleague, and our community.

## DEI TERMINOLOGY

**DIVERSITY:** The unique characteristics or differences we each have – a collective mixture of people with different abilities, skills, experiences, beliefs, backgrounds, ages, personalities, and more.

**EQUITY:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented some groups from bringing their whole selves to work.

**INCLUSION:** The act of leveraging the power of diversity to welcome and embrace the strength of our differences, creating an environment that provides equal access to opportunities and information, encouraging engagement and empowerment in driving change in the organization.

**CULTURAL COMPETENCE:** The ability of individuals and systems to understand and respond effectively and respectfully to all people in a way that recognizes, affirms, values, and preserves the dignity of each person.

**ANTI-RACISM:** Intentional efforts made against the systemic oppression of marginalized groups. This involves conscious efforts and actions to provide equitable opportunities for all people on individual and systemic levels.

**ANTI-BIAS:** Opposing or prohibiting unfair prejudice or discrimination against people based on their race, religion, ethnicity, ability, gender, or other factors.

## RESOURCES

### BOOKS

**The Culture Map by Erin Meyer**

Whether you work in a home office or abroad, business success in our ever more globalized and virtual world requires the skills to navigate cultural differences and decode cultures foreign to your own. Renowned expert Erin Meyer guides you through this subtle, sometimes treacherous terrain.

**What Works: Gender Equality by Design by Iris Bohnet**

Gender equality is a moral and a business imperative. But unconscious bias holds us back, and de-biasing peoples’ minds has proven to be difficult and expensive. By de-biasing organizations instead of individuals, we can make smart changes that have big impacts. Iris Bohnet hands us the tools we need to move the needle in classrooms and boardrooms, in hiring and promotion, benefiting businesses, governments, and the lives of millions.

**How to be an Antiracist by Ibram Kendi**

Ibram X. Kendi’s concept of antiracism reenergizes and reshapes the conversation about racial justice in America – but even more fundamentally, points us toward new ways of thinking about ourselves and each other. In this book Kendi asks us to imagine what an antiracist society might look like, and how we can actively build it.

**White Fragility: Why It’s So Hard for White People to Talk About Racism by Robin DiAngelo**

This book explores the counterproductive reactions (anger, fear, guilt, argumentation, silence) white people have when their assumptions about race are challenged, and how these reactions maintain white racial equilibrium and prevent meaningful cross-racial dialogue. This in-depth exploration examines how white fragility develops, how it protects racial inequality, and what can be done to engage more constructively.

*All book descriptions adapted from Goodreads.com.*

### CASE FOR CHANGE

- **Women in the Workplace 2020:** Study/Article
- **Confronting Prejudice: How to Protect Yourself and Help Others:** Article
- **A New LGBTQ Workforce Has Arrived:** Study/Article

### BEING AN ALLY

- **Guide to Allyship:** Article
- **Building inclusion through the power of language:** Article
- **3 Ways to Be a Better Ally in the Workplace:** TedTalk

### FEARLESS CONVERSATIONS

- **Code Switch:** Podcast
- **The Will to Change: Uncovering True Stories of Diversity & Inclusion:** Podcast
- **The Diversity Gap:** Podcast

### INCLUSIVE LEADERSHIP

- **The Way We Lead:** Podcast
- **How to Be an Inclusive Leader Through a Crisis:** Article
- **Why Inclusive Leaders Are Good for Organizations and How to Become One:** Article