

# INCLUSIVENESS AND DIVERSITY: TRANSFORMATION OF YOUR WORKPLACE AND PRACTICE IS EVERYONE'S JOB

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# SESSION OBJECTIVES - AREAS OF EMPHASIS

1. Define and discuss inclusiveness and diversity, and inclusiveness with relevance to human resources, laboratory practice and patient care.
2. Discuss ways to embrace diversity and diversity to transform the workplace.
3. Using scenarios, discuss the power of diversity and inclusiveness in transforming a workplace.
4. Discuss how and why inclusiveness and diversity is power and everyone's job, even though people may be uncomfortable before becoming comfortable.



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# ICEBREAKER - WHAT DOES INCLUSIVENESS & DIVERSITY MEAN?

- How would you define inclusiveness?
- What is your definition of diversity?
  - ✓ Write a list that tells others who you are and what makes you unique – these sentences will help to explain the diversity in you
- What does diversity in your ideal workplace look like?

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# VIEWS OF INCLUSIVENESS

- Distinctive dimensions – distinguishing factors/differences among of groups of people
- Appreciation of, valuing and embracing differences
- Important aspect of creative and critical thinking - maximizing productivity & outcomes
- Practices to integrate diversity

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# VIEWS OF DIVERSITY

- Melting pot
- Tossed salad
- Quilt
- Kaleidoscope

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# INCLUSIVENESS & DIVERSITY

- Uniqueness of individuals and groups - recognizing, embracing and respecting differences.
- Embracing the dimensions of diversity
- Cultural competence
- Socializing inclusiveness diversity beyond the visuals to inspire:
  - Innovation
  - Best practices, and
  - Overall performance leading to betterment in all respects

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# DEFINITIONS

<b>Inclusiveness</b>	<b>Diversity</b>	<b>Inclusiveness &amp; Diversity</b>
Practices to integrate diversity impact participation, empowerment, collaboration and decision making...	Diversity is the 'mosaic of people' by being a mix of backgrounds, styles, perspectives...	Innovation, Benchmarks...

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# CONCEPTS OF DIVERSITY

- Race
- Ethnicity: culture
- Gender
- Sexual orientation
- Age
- Physical abilities
- Religion
- Geography
- Globalization
- Political leanings
- Profession and professional experiences
- Others ?

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# INTERLECTUAL/MULTIDISCIPLINARY INTERPRETATION - RELEVANCE TO DIVERSITY

- Does the way in which a person assimilate views of diversity influence his/her discipline/profession and work?
  - Does a laboratory professional's view of diversity influence his/her:
    - (a) work practices
    - (b) decision making relevant to either patient care, or interaction with others in the workplace?
- Social Identity theory

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## INTERLECTUAL/MULTIDISCIPLINARY INTERPRETATION - RELEVANCE TO DIVERSITY

- ❑ Multidisciplinary approaches to diversity provide diverse perspectives – a more comprehensive view that can be observed in how diversity is defined and interpreted
- ❑ Professional values that cross and/or enhance... beyond discipline specificity
- ❑ Applications to our workplaces and the laboratory

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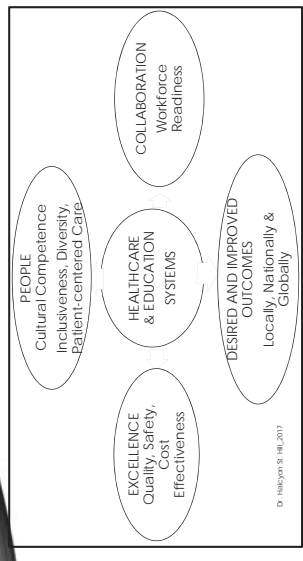
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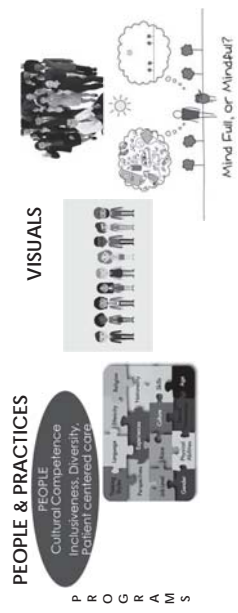
## TRANSFORMATION: DIVERSITY EVERYONE'S JOB!



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## EMBRACING BEYOND VISUAL IMAGES THROUGH INTENTIONALITY



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## EMBRACING BEYOND VISUAL IMAGES THROUGH INTENTIONALITY

- Organizational Commitment**
- ❑ Mission
- ❑ Guiding Principles
- Intentionality**
  - ❑ Commitment & Practices
  - ❑ Hires
  - ❑ Retention Programs
  - ❑ Public Relations & Marketing Promotional

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## TRANSITIONING INCLUSIVENESS & DIVERSITY IN THE WORKPLACE

- EXAMINE:**
- ❑ The organization "pillars diversity" and indicators of inclusiveness in your laboratory/workplace
  - ❑ Organizational climate (lab & Inst.)
  - ❑ Demographics

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## COLLEGE OF NURSING SEVEN PILLARS OF DIVERSITY



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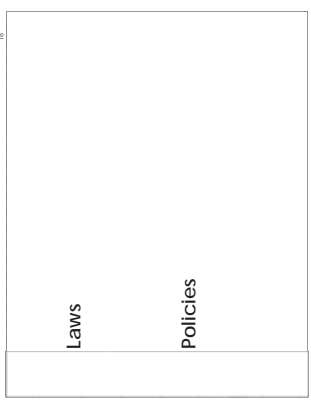
## ORGANIZATION "PILLARS DIVERSITY" AND INDICATORS OF INCLUSIVENESS

- Determinants - What drives inclusiveness and diversity in the organization?**
- ❑ Laws
  - ❑ Policies
  - ❑ Practices – Procedures/Processes and communication
  - ❑ Leadership/Management/Employees
  - ❑ Measure of success
  - ❑ Evaluation
  - ❑ Transformation

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## ORGANIZATION "PILLARS DIVERSITY" AND INDICATORS OF INCLUSIVENESS



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## ORGANIZATION "PILLARS" DIVERSITY" AND INDICATORS OF INCLUSIVENESS

**Practices**  
- Procedures/Processes  
- Communication

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PEOPLE

- Leadership/Management  
- Employees

## ORGANIZATION "PILLARS" DIVERSITY" AND INDICATORS OF INCLUSIVENESS

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## ORGANIZATION "PILLARS" DIVERSITY" AND INDICATORS OF INCLUSIVENESS

Measures of success

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## ORGANIZATION "PILLARS" DIVERSITY" AND INDICATORS OF INCLUSIVENESS

**Evaluation**  
**Transformation**

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## STRATEGIC TRANSFORMATION

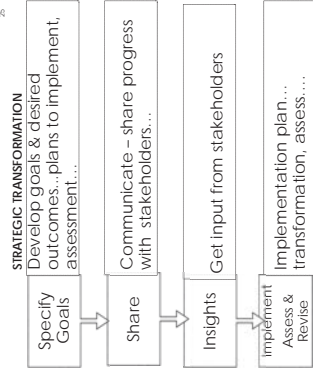
- Examine the organizational climate
  - Perceptions
  - Strengths and challenges
  - Shortfalls...
- Determine demographics
- Develop a strategic plan for integration of inclusion and diversity

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## STRATEGIC PLANNING FOR TRANSFORMATION



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## EMBRACING INCLUSIVENESS & DIVERSITY BEYOND VISUAL IMAGES THROUGH INTENTIONALITY

Visual images of diversity - demographic differences in the:

- Laboratory
  - Workplace/Organization
  - Clients/Patients Served
  - Community as a whole
- How can the visual image be reflective inclusiveness and diversity?



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## EMBRACING BEYOND VISUAL IMAGES THROUGH INTENTIONALITY

- Ways to embrace diversity and inclusiveness to transform the workplace:

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## TRANSFORMATION – ACTION BY DESIGN, INCLUSIVENESS & CRITICAL THINKING

- Use the scenario provided at the time of this presentation to discuss the power of diversity and inclusiveness in transforming a workplace.

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## CONCLUSION

## GETTING ON BOARD: INCLUSIVENESS & DIVERSITY - EVERYONE'S JOB

- Why and how does inclusiveness and diversity provide power?
- Why is inclusiveness and diversity everyone's job?

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## CONCLUSION

THANK  
You

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## GETTING ON BOARD: INCLUSIVENESS & DIVERSITY - EVERYONE'S JOB

- Why is this transformation everyone's job?
- A number of people may be uncomfortable before becoming comfortable with diversity and inclusion. How do you/we get everyone on board to participate in transforming the workplace?

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## REFERENCES

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