2020

PHM IDEA COUNCIL

PROPOSED TO:
CHP PHM IDEA COUNCIL

ORGANISED BY:
Care Based Leadership, LLC.
MISSION

The Pediatric Hospital Medicine, Inclusion Diversity Equity and Awareness (PHM, IDEA) Council is a community of practicing medical professionals that foster the development of medical professionals in the area of diversity, equity, and inclusion. As learners and leaders within our community we center the identity of our patients, families and colleagues as we pursue equitable, inclusive and culturally responsive care to all.

VISION

PHM, IDEA will be a world leader in the journey to and demonstration of culturally compassionate care within hospitals.

GOALS & OBJECTIVES

01 Establish a yearly series that focuses on one aspect of diversity, equity, or inclusion

02 Include physician, community, and content experts to ensure the highest level of professional development

03 Foster action oriented changes within CHP PHM

YEARLY DIVERSITY SERIES

• Each year the PHM, IDEA Council will embark on a 10-session series exploring a specific topic of diversity, equity, or inclusion. Each session will move PHM forward on the path of being a world leader in the demonstration of culturally compassionate care within hospitals.
August, Session 1: Medical Diversity Series Topic Introduction:
   Introduction of the series topic.
   Explain why it is important.
   Why is the series topic important to the IDEA Council?
   How has the series topic impacted the surrounding community?

September, Session 2: Physicians Panel
   Reiterate the place and value of the series topic.
   Include 3-4 practicing physicians to give their experience, perspectives and advice for
   enhancing the capacity in this area within medicine.

October, Session 3: Community Panel
   Reiterate the place and value of the series topic.
   Include 3-4 community members to give personal stories of interaction and reflections
   on ways the series topic has influenced their medical experience.

November, Session 4: Content Expert Presentation
   Reiterate the place and value of the series topic.
   Recruit a content expert to give a 60-minute presentation or keynote (possible post-
   Covid) and a 30-minute Q&A session

December, Session 5: Reflective Session
   Reiterate the place and value of the series topic.
   Allow each member to process all of the information that has been presented in the
   series.
   What have we learned?
   What was difficult to hear?
   Where could we be experiencing cognitive dissonance?
   How have the new actions we have tried worked well?
January, Session 6: Micro-aggressions and Self Reflection
Reiterate the place and value of the series topic.
What micro-aggressions or biases, based on the series topic, are present in our department or hospital?
S.E.E. the stakeholder (we will go over this in my training next week)

February, Session 7: Community Collaboration
Reiterate the place and value of the series topic.
Educate on the resources and opportunities to engage and learn about the series topic within the community
Optional to include 3-4 community leaders or agency representatives to discuss

March, Session 8: Best Practices
Reiterate the place and value of the series topic.
Are there similar hospitals/departments looking at this series topic?
If so, what are other medical communities doing?
Are there programs, rhetoric, or constructs that have helped physicians improve in this area?
If not, how can we share what we are doing to become a model of best practice in this area.

April, Session 9: Direct Application
Reiterate the place and value of the series topic.
What is the personal sphere of influence?
This session will focus on the practical affects made by the small changes of the group.

May, Session 10: Reflective Session
Reiterate the place and value of the series topic.
Evaluate the 10-session series and discuss how the series topic is now a part of the culture and will continue to be included in the future.
Each session in the 10-session series will have four distinct features: Acknowledgement and awareness, Reconciliation of relationships, Commitment, Call to Action (ARCC).

1) **A-** Acknowledgement and awareness: Each session will begin with the acknowledgement of the session topic, its importance and value within PHM, and an awareness of how the session will contribute to moving the needle of diversity, equity, and inclusion forward. An emphasis is placed on the continuous learning about the session topic.

2) **R-** Reconciliation of relationships: Inequality, bias, prejudice and all of the -isms (ex. Racism) is impacted by broken relationships or lack of relationships between people. The bonding and building of relationships increase the personability of the session topic.

3) **C-** Commitment to improvement: Pursuing diversity, equity, and inclusion is a lifelong process and a commitment to improvement is a necessary step in ensuring there is a change in the culture and not just an arbitrary completion of a session.

4) **C-** Call to Action: Each session will end with an actionable item that participants can utilize in order to make the commitment to diversity, equity, and inclusion a daily practice.

**ACRONYMS**

**ARCC** – Acknowledgement and awareness, Reconciliation of relationships, Commitment to improvement, and Call to action

**IDEA** – Inclusion, Diversity, Equity, and Awareness Council