Diversity, Equity, Inclusion, and Belonging

Polling Results



ID: **173-703-551**



Is DEIB an important strategy for your healthcare organization? (Select one)

9 33

Yes, its recognized as one of our top 5 strategic imperatives

60.61%

Its important, but not a top strategy

36.36%

Not even on the radar



3.03%



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Has your organization invested in a formal DEIB program? (Select one)

(2) 36

We have a dedicated Chief Diversity Officer

69.44%

The DEIB initiative is integrated into the responsibilities of an existing C-Suite member's role

Several leaders share the responsibility

13.89%

No formal program/leadership



5.56%



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Has your organization aligned DEIB with health equity, and what is the result? (Select one)

9 34

Yes, and we are seeing measurable outcomes

38.24%

Yes, our outcomes are experiential

20.59%

Yes, but we are still early with limited results

20.59%

Yes, we are in the planning stage

5.88%

No formal linkage

14.71%



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Have you personally experienced bias in the workplace, difficulties with career advancement, or microaggression(s), etc. (Select one)

Yes

No

32.26%

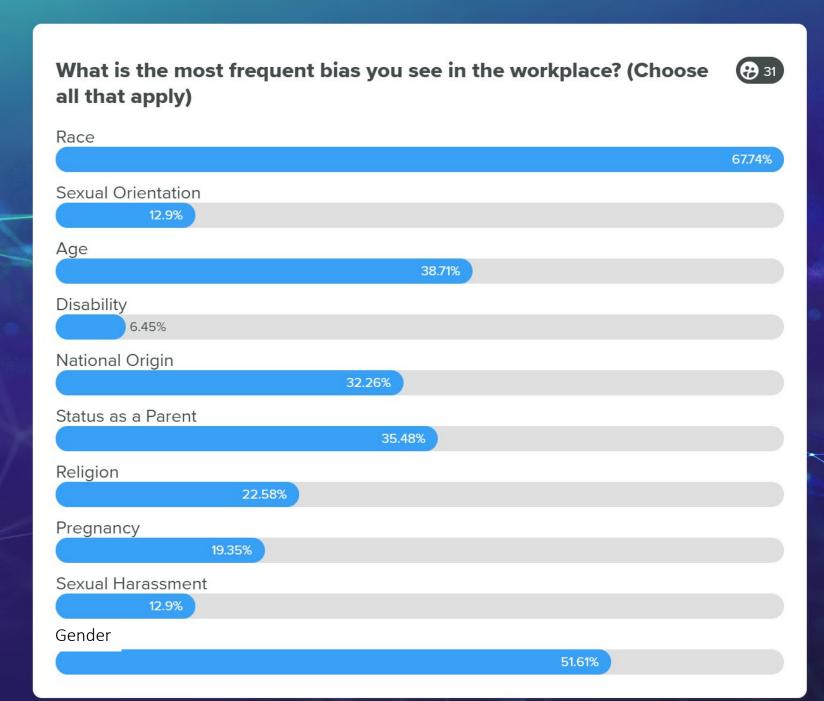
Maybe

12.9%



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How did you deal with this experience? (Choose all that apply)



I had access to a formal program at my organization

3.45%

I spoke with a supervisor

41.38%

I received informal support from co-workers

41.38%

I engaged outside help

6.9%

I dealt with it on my own

86.21%



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Were you able to resolve the situation(s) to your satisfaction? Yes No



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How can Informatics professionals best play a role in incorporating DEIB iniatitives into their work? (Select in order of importance)



Become more aware of personal biases or beliefs

Address diversity challenges in the informatics profession, from education to interviewing to hiring and retention

Contribute to design of digital health, Al and other software tools that respect diversity

Define and share best DEIB practices in Informatics

Develop DEIB metrics applicable to the healthcare informatics community

Share stories of success/failure and foster broader understanding



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How can AMDIS/AMDIS members contribute to DEIB and health equity?



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share best practices recruitment
                                    eliminate bias
take responsibility learn change culture be aware of own bias financial incent measure the problem debias interviews define
                                                           define success
                                             sharing experiences
                                             measure training measure outcomes
                   ies blog posts understand equity lens
 go to communities
influence ehr vendor
            agenda items awareness
implicit thoughtful
      inclusion suggestions advocacy recruit evelop metrics keep listening best practices
    develop metrics
     keep listening
            cheaper conference dei awareness outreach
          position paper speakers ai best practice trainee day
  measurement data measurement define the problem
     official statement
                                                lead by example
                                  mentor
                            equitable solutions
```