Diversity, Equity, Inclusion, and Belonging

Polling Results

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

11.11%

Several leaders share the responsibility

13.89%

No formal program/leadership

5.56%

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

👥 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) 31

Yes
54.84%

No
32.26%

Maybe
12.9%

What is the most frequent bias you see in the workplace? (Choose all that apply)

31

Race
67.74%

Sexual Orientation
12.9%

Age
38.71%

Disability
6.45%

National Origin
32.26%

Status as a Parent
35.48%

Religion
22.58%

Pregnancy
19.35%

Sexual Harassment
12.9%

Gender
51.61%

How did you deal with this experience? (Choose all that apply)   29

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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%

Were you able to resolve the situation(s) to your satisfaction? 32

Yes

25%

No

75%

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How can Informatics professionals best play a role in incorporating DEIB iniatitives into their work? (Select in order of importance) 35
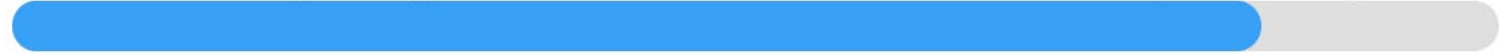
Become more aware of personal biases or beliefs

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

Contribute to design of digital health, AI 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