

Washington State Department of Social and Health Services

# A MOMENT WITH EDI

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Lives

**Presented By:**

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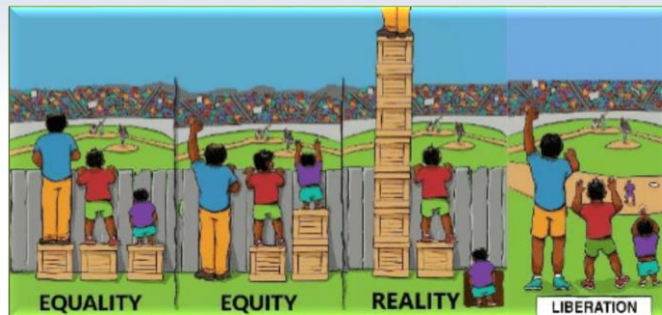


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# WHAT IS EQUITY?

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- ❖ Equity is about fairness. Equity derives from a concept of social justice,
- ❖ Burdens and rewards should not be spread too divergently across community,
- ❖ Policies should be directed with impartiality, fairness and justice.



## WHAT IS DIVERSITY?

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- ❖ Diversity is about difference,
- ❖ Encompasses acceptance and respect,
- ❖ Encourages the development of skills needed to interact with people from different cultures and backgrounds,
- ❖ Valuing diversity involves understanding how overlapping and multiple identities relate to patterns of socialization and affiliation.



## WHAT ABOUT INCLUSION?

- ❖ Inclusion is participation,
- ❖ Being valued, respected and supported,
- ❖ Accounting for every individual and giving them voice.



**“Diversity is the mix. Inclusion is making the mix work,” Andrés Tapia**



## SO WHAT IS THE DIFFERENCE BETWEEN CULTURAL COMPETENCY AND CULTURAL HUMILITY?



## CULTURAL COMPETENCY:

- ❖ Cultural competence can be defined as the level of knowledge-based skills required to provide effective clinical care to patients from a particular ethnic or racial group

[https://en.wikipedia.org/wiki/Intercultural\\_competence](https://en.wikipedia.org/wiki/Intercultural_competence)



## CULTURAL HUMILITY:

- ❖ Cultural humility incorporates a lifelong commitment to self-evaluation and self-critique, to redressing the power imbalances in the patient-physician dynamic, and to developing mutually beneficial and nonpaternalistic clinical and advocacy partnerships with communities on behalf of individuals and defined populations.

***"Cultural humility versus cultural competence: a critical distinction in defining physician training outcomes in multicultural education."***

***~Tervalon, M. et al.***



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# WHY CULTURAL HUMILITY?

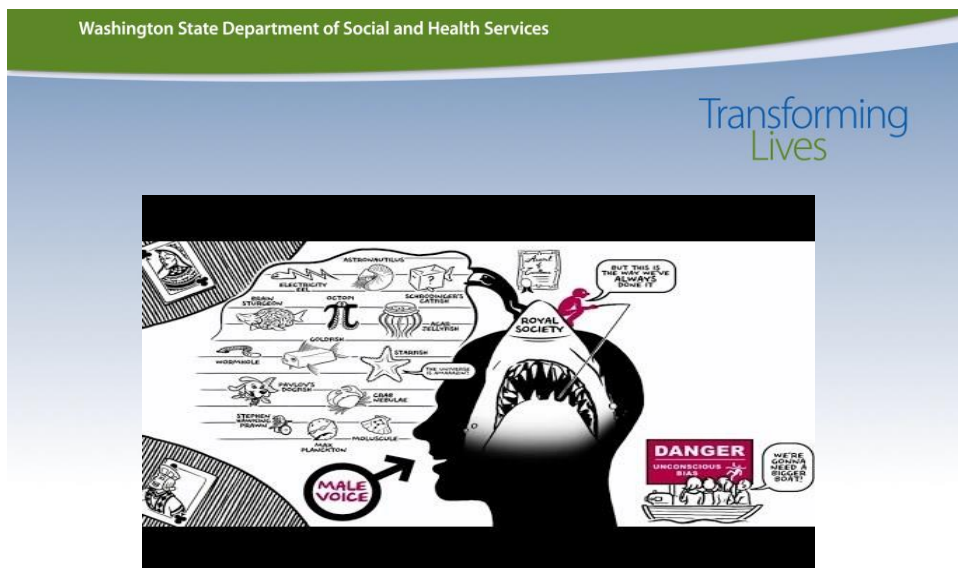
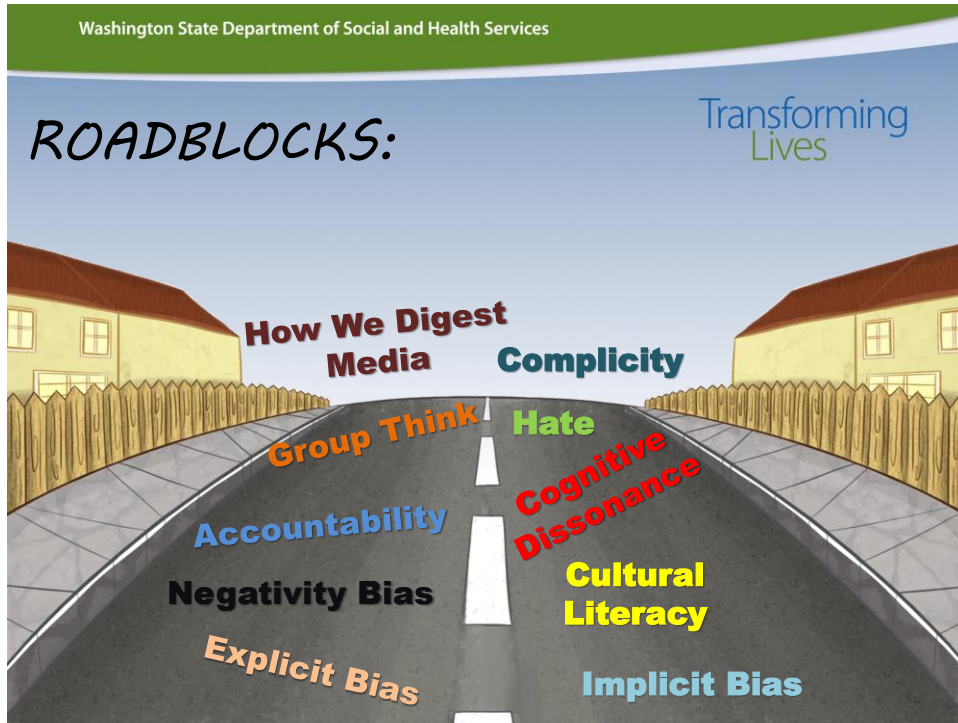


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## WHAT'S HAPPENING?

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- ❖ Statewide ALTSA Communities of Practice (CoP).
- ❖ Embedding of National CLAS Standards into the ALTSA strategic plan.
- ❖ Trainings are being revised to account for gaps.
- ❖ Resources and policies are being updated to ensure access for all LEP clients and staff and to ensure ALTSA is compliant with ADA.
- ❖ Succession and mentoring plans are being designed and implemented.



## WHAT'S NEXT?

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### Evaluate where the organization is in terms of:

- Training of EDI concepts.
- Workplace culture.
- Delivery of culturally appropriate services.
- Retention and Recruitment.

### Organize:

- Build capacity for EDI framework through training and communication.
- CoP of staff and leadership to ensure all are adhering to DSHS' shared vision and values.
- Resources to help the organization become better community partners.

### Operationalize:

- Provide tools for staff and leadership that normalize EDI.
- Collect data to inform future strategies.
- Meet goals set forth in Results Washington.



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**Life is too short to be  
serious all the time.  
So, if you can't laugh  
at yourself, call me,  
I will laugh ~~at~~ you!**

**with**



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## **For More Information About EDI Contact:**

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## Link to video:

<https://www.bing.com/videos/search?q=cultural+humility+HI&qft=&filterui%3amsite-youtube.com&view=detail&mid=9FA13F66B8A864F69BF79FA13F66B8A864F69BF7&FORM=VRDGAR>



Health Home Program  
Washington

## Certificate of Completion

### Cultural and Disability Competence Considerations

presented by  
Tavares Terry, Equity, Diversity, and Inclusion Program Manager  
and  
Lynne Welton, Quality Assurance Manager  
WA State Department of Social and Health Services—ALTSA  
Lacey, Washington

Webinar aired on: October 12, 2017 in Lacey, Washington  
for Health Home Care Coordinators and Allied Staff

Training Credit of 1 Hour

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