



## Q1 2023 Premise Health DEIB Leader's Toolkit

DEIB is again excited to partner with you, our leaders, in continuing to advance Premise Health as a place where our team members truly belong. Each quarter, you can look forward to a Leader's Toolkit edition where you will find a leadership tip, questions to support you in conversation with your team members, and a diverse calendar of observances and holidays to help you further home in on what matters most to your valuable team members.

### DEIB Leadership Quarterly Tip

The beginning of a new year is, for many, a time to self-reflect. As we are entering the season of review conversations as an organization, it seems fitting that we are reflective not only of the performance of those around us, but of ourselves. It can be easy to feel like we have "checked the box." We are rooting for you! **Take some time to reflect on the following questions:**

- Can I think of a time within the last year where I did not show up as I had hoped? How would I like to handle that situation or those like it in the future?
- Can I think of a time within the last year where I was, knowingly or unknowingly, not a champion for creating diverse care and workspaces? Was it a moment where a joke was made that I did not challenge? Was there an event or incident about which I remained silent? How would I like to handle situations like that moving forward?
- What were my successes as a leader supporting diversity, equity, inclusion, and belonging here at Premise? How can I replicate and even build upon that success this year?
- Have I familiarized myself with all the tools and supports that are available in creating an inclusive work environment? What cadence will I use to remind myself to review resources? Are there resources available whether they are previous Gateways, Fireside Chats, or even Leader Toolkits that I can leverage for my personal and professional growth?
- How did I engage with and encourage my team to engage with the first training series? Did I review the Module 2 Guide? What is my commitment to my own and my team's learning with this resource? How can I leverage this tool and not simply "check the box?"
- Have I had DEIB-related discussions with my team? What planning can we do together? What conversations do we need to have together? What can planning a conversation about goal-setting look like in this arena?
- How can I challenge myself to add a specifically DEIB goal to my own goals for the year and even my team's goals? How can we use the goal-setting process to help encourage us and keep us accountable?
- What does it look like and mean to me to actively engage with this work? Where do I feel resistance within myself? Where do I feel resistance within my team? What can exploring, challenging, and growing look like in this context?
- What do I need to succeed? What does my team need to succeed? Are there things that I can think of to ask for (support, resources, etc.) from my leader(s), team, the DEIB team, etc.?

## DEIB Inclusive Leader Calendar January, February, March 2023

So much of belonging is being known. We are all unique and knowing the parts of team member's identities which they value can go a long way toward increasing their sense that they belong here.

Each quarter, DEIB will provide you with a calendar so that you and your teams can begin to explore the many observances throughout the year that may go unnoticed. We have even included health-related awareness and advocacy days that you might find honor your team member's personal experiences and/or professional passions. And you'll notice that at the bottom of each month, there are blank squares for you to fill in yourself.

Are there team member birthdays or personal or work anniversaries that month that you would like to observe? Other holidays or observances not on the calendar that you would like to honor? Consider this just another tool in your inclusive leader toolbelt to bring with you to those valuable 1-on-1s.

### January 2023

Day	Event/Learn More	Culture
Month-long	<a href="#">Poverty in America Awareness Month</a>	United States
Month-long	<a href="#">Slavery and Human Trafficking Awareness Month</a>	United States
Month-long	<a href="#">National Mentoring Month</a>	United States
4th	<a href="#">World Braille Day</a>	World
6th	<a href="#">Dia de los Reyes (Three Kings Day)</a>	Mexico
7th	<a href="#">Mahayana New Year</a>	Buddhist
13th	<a href="#">Maghi</a>	Sikh
15th	<a href="#">World Religion Day</a>	World
16th	<a href="#">Martin Luther King, Jr. Day</a>	United States
16th	<a href="#">Timkat</a>	Ethiopia
22nd	<a href="#">Chinese New Year (Year of the Rabbit)</a>	China
24th	<a href="#">International Day of Education</a>	World
26th	<a href="#">International Customs Day</a>	World

27th	<a href="#">International Holocaust Remembrance Day</a>	World

### February 2023

Day	Event/Learn More	Culture
Month-long	<a href="#">American Heart Month</a>	United States
Month-long	<a href="#">Black History Month</a>	United States
1st	<a href="#">National Freedom Day</a>	United States
4th	<a href="#">Rosa Parks Day</a>	United States
8th	<a href="#">Safer Internet Day</a>	World
11th	<a href="#">International Day of Women &amp; Girls in Science</a>	World
13th	<a href="#">World Epilepsy Day</a>	World
15th	<a href="#">Parinirvana Day</a>	Buddhist
15th	<a href="#">International Childhood Cancer Day</a>	World
18th	<a href="#">Maha Shivarati</a>	Hindu
20th	<a href="#">World Day of Social Justice</a>	World
21st	<a href="#">Mardi Gras (Fat Tuesday)</a>	United States
22nd	<a href="#">Ash Wednesday</a>	World

### March 2023

Day	Event	Culture
Month-long	<a href="#">Developmental Disabilities Awareness Month</a>	United States
Month-long	<a href="#">Gender Equality Month</a>	World
Month-long	<a href="#">Greek-American Heritage Month</a>	United States
Month-long	<a href="#">Irish-American Heritage Month</a>	United States
Month-long	<a href="#">National Colon Cancer Awareness Month</a>	United States

Month-long	<a href="#"><u>National Multiple Sclerosis Awareness and Education Month</u></a>	United States
Month-long	<a href="#"><u>National Kidney Month</u></a>	United States
3rd	<a href="#"><u>Employee Appreciation Day</u></a>	United States
6th	<a href="#"><u>Purim</u></a>	Jewish
8th	<a href="#"><u>International Women's Day</u></a>	World
14th	<a href="#"><u>Pi Day</u></a>	World
15th	<a href="#"><u>Equal Pay Day</u></a>	United States
21st	<a href="#"><u>World Down Syndrome Day</u></a>	World
23rd	<a href="#"><u>Ramadan Begins</u></a>	Islam
23rd	<a href="#"><u>International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade</u></a>	World
31st	<a href="#"><u>International Transgender Day of Visibility</u></a>	World