



Q4 2022 Premise Health DEIB Leader's Toolkit

This year, DEIB is excited to partner with you, our leaders, in continuing to advance Premise Health as a place where our team members truly belong. Each quarter this year, 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

Work smarter, not harder! **It's time to connect.** We know you're exhausted. The demands of being a human in the world, much less a human in the world of healthcare these last few years has been, to put it lightly, trying.

One of the things that we can mostly quickly forget during times of stress and pressure is the importance of caring for ourselves and one another. This quarter, we encourage you, whether you're a leader in the traditional sense or whatever your position because that's just who you are, to spend some time thinking about how we best care for ourselves and one another as we round out the year.

Ready to take on the Care2022 challenge? See if you can complete all the following by the time the ball drops us into 2023!

- Spend some time each week reviewing the supports and benefits available to make sure that you and your team members are aware of the resources available to us all through our robust total rewards package. Open Enrollment is a great time to revisit the perks of working at Premise!
- Encourage yourself and everyone on your team to ensure that they take some time off this quarter to rest, recharge, be with friends and family, or enjoy vacation somewhere fun! The best way to encourage this is modeling the behavior yourself – are you showing your fellow team members that it's okay to take time away?
- Plan something(s) fun with your teams to look forward to as we round out the year. It's not too late to think of a brilliant team Halloween costume or consider participating in a fun winter celebration with some fun and games. A little healthy competition can be a great way to bond.
- Take some time in a meeting soon to discuss important holidays and celebrations coming up for your team members. Would you like to explore those celebrations with them? Are you having these conversations far enough in advance that team members can back one another up in taking time off for the things that are important to them?
- Give back as a team. Get creative about expressing some gratitude and sharing your time, gifts, and talents with others. This can be as simple as a "praise-a-thon" where you all spend 10 minutes sending praise to team members who have been helpful in the last week or signing up to walk a 5K together for a good cause.

DEIB Inclusive Leader Calendar



October, November, December 2022

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.

October 2022

Day	Event/Learn More	Culture
All month long	<u>Global Diversity Awareness Month</u>	United States
All month long	<u>Breast Cancer Awareness Month</u>	United States
All month long	<u>National Polish American Heritage Month</u>	United States
10th	<u>World Mental Health Day</u>	Worldwide
10th	<u>Indigenous People’s Day</u>	United States
14 th	<u>Defender of Ukraine Day</u>	Ukraine and worldwide
21 st	<u>LGBTQIA+ Youth Spirit Day – Speak out against bullying</u>	United States
24 th	<u>Diwali</u>	Hindu

November 2022

Day	Event/Learn More	Culture
All month long	<u>Native American Heritage Month</u>	United States
All month long	<u>Movember – month long fundraiser for men’s issues</u>	United States
10/31-11/2	<u>All Saints Day/All Souls Day/Dia de los Muertos</u>	United States
16 th	<u>International Day for Tolerance</u>	Worldwide
20 th	<u>Transgender Day of Remembrance</u>	Worldwide

December 2022

Day	Event	Culture
1	<u>World AIDS Day</u>	Worldwide
3 rd	<u>International Day of Persons with Disabilities</u>	
10 th	<u>International Human Rights Day</u>	Worldwide
16 th -24 th	<u>Los Posadas</u>	Mexican
18 th -26 th	<u>Hanukkah</u>	Jewish
21 st	<u>Winter Solstice/Yule</u>	Pagan
25 th	<u>Christmas</u>	Christian
26 th -January 1	<u>Kwanzaa</u>	African-American