

## Q3 2024 Premise Health DEIB Leader's Toolkit

DEIB is excited to continue to partner with you, our leaders (serving in formal *and* informal leadership capacities), in working 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

#### Fairness.

In theory, it's a simple concept. In practice, it is quite complex and impacted by forces all around and within us. That means that if we aren't intentionally attending to fairness, we are likely missing unfairness all around us. This is one of the most important inclusive leadership misses, even by well-meaning, well-intentioned leaders. Most of us aren't unfair because we are bad people, but because we are human and so much of leadership is learning to manage our own humanity and nature.

The Cambridge English dictionary defines fairness as the quality of treating people equally or in a way that is right or reasonable while Merriam-Webster adds lack of favoritism toward one side or another. Again, seems pretty simple right? **Well, let's explore some of the challenges to fairness as leaders we face, some unique to Premise and some universal.**

\* **Geography** – one of the coolest things about working at Premise is that you get to work with people from all over the country who do all sorts of different things. One of the most challenging things about Premise is that you get to work with people all over the country who do all sorts of different things! We tend to become partial to the people we work with the most often and with whom we have the most in common, things that are hard to nurture and discover from a distance. Take for example a promotion opportunity: it is easy to have a positive bias toward someone you know better than someone from across the country from another department. How do you make sure that you are fairly evaluating all candidates so that the natural bias we have doesn't get in the way?

\* **Diversity** – we know that diversity ultimately results in more innovative teams, but before that, it usually results in increased tension and conflict as people learn to work together and navigate and leverage differences. It is a natural human tendency to avoid that friction and to then, inadvertently even, avoid truly engaging with inclusion and belonging which brings diversity to life. Again, this is an area where natural human bias comes into play and can impact our ability to be fair and impartial as leaders to everyone.

\* **Personal Relationships** – They aren't inherently a bad thing. There are going to be people that we vibe with and others who we can work with but who we don't, and that's okay! Nobody is pasta and can be universally adored. That said, our personal feelings can get in the way of our being fair and impartial leaders and decision makers if we do not actively manage them.

### **So, how do we create a fairer work environment?**

\* **Seek alternative perspectives** – Sometimes it can be helpful to simply observe the ways in which others interact with one another and take ourselves out of the equation. Do we possibly see a person, their skills and abilities, or their potential differently when we take our personal experience out of the picture? Are there ways in which you can challenge your perceptions of others, both positive and negative, through observation?

\* **Set and maintain healthy boundaries** – Boundaries are about what we can control and cannot control, and what is and is not okay. They are not intended to control others. Setting clear boundaries and expectations with everyone and continuing to attend to them early and often can help you remain as fair and impartial as possible in all circumstances.

\* **Communicate, communicate, communicate** - If we communicate our boundaries to others, our mentors, colleagues, leaders, and those we lead, they can help us stay accountable to those boundaries. It also means that if there is an encroachment on a boundary, it can be much easier to have a conversation about it because it's not a surprise. And that can help maintain the health and integrity of your relationships even when things become challenging.

\* **Use a trusted outside resource to help keep you honest** – Remember, we are here for one another. Seek the support of your leader and the mentors and leaders around you to explore how you're showing up as a leader. It's okay, wise even, to check in and ask, "Am I thinking about this fairly?" A trusted sounding board may be just the thing to help you reflect and grow.

### **DEIB Inclusive Leader Calendar July, August, September 2024**

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 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 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.

*Remember, not all team members celebrate holidays and/or birthdays, and it is important to take note of and honor that as well! Use this space to keep track of dates important to you and your team!*

### July 2024

Day	Event	Culture/Community	Learn More
Month	<b>Disability Pride Month</b>	United States	<a href="https://disabilitypridenyc.com/">https://disabilitypridenyc.com/</a>
Month	<b>LGBTQ+ Pride Month</b>	United States	<a href="#">Human Rights Campaign</a>
July 21 <sup>st</sup>	<b>World Day for Cultural Diversity for Dialogue and Development</b>	World	<a href="#">United Nations</a>
July 18 <sup>th</sup>	<b>International Nelson Mandela Day</b>	International	<a href="#">United Nations</a>
Use this space to keep track of dates important to you and your team!			

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**August 2024**

Day	Event	Culture/Community	Learn More
Month	<b>Black Business Month</b>	United States	<a href="#">Black Business Month</a>
August 26 <sup>th</sup>	<b>Women's Equality Day</b>	United States	<a href="#">National Women's History Museum</a>
August 9 <sup>th</sup>	<b>International Day of the World's Indigenous Peoples</b>	International	<a href="#">United Nations</a>
Use this space to keep track of dates important to you and your team!			

**September 2024**

Day	Event	Culture/Community	Learn More
Sept 15 <sup>th</sup> – Oct 15 <sup>th</sup>	<a href="#">Hispanic Heritage Month</a>	United States	<a href="#">Hispanic Heritage Month</a>
Sept. 23 <sup>rd</sup>	<b>International Day of Sign Languages</b>	International	<a href="#">World Federation of the Deaf</a>
Month	<b>National Suicide Prevention Month</b>	United States	<a href="#">National Alliance on Mental Illness</a>
Month	<b>National Recovery Month</b>	United States	<a href="#">National Institute on Drug Abuse</a>
Use this space to keep track of dates important to you and your team!			