



Q2 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

William Shakespeare once wrote, **"What's in a name? That which we call a rose by any other name would smell as sweet."**

And Destiny's Child once sang, **"Say my name, say my name..."**

On one thing I'm sure we can agree on, is that name dropping can be annoying in the wrong context. For example, sliding in the name of that celebrity uncle to try and get a good table at that restaurant. But it turns out that name dropping in the proper context can be a great way to increase morale, support inclusion, and build successful teams.

Think about the rooms, tables, and people that you have access to because of the position you hold as a leader here. There is power in your presence. When we can share that power and "namedrop" in the right ways, we can create work environments where people feel that they truly belong. For example:

- Give people ***specific*** credit for their individual contributions. For example, in a meeting if someone says they love an idea, instead of simply saying, "Thank you," or "It was my team," you could say, "Thank you, my team and especially Premise Paula were central to this innovation!"
- Invite others to the table – are there times when instead of providing a report out on others' work you can have them report out on their own?
- Encourage periods of time for sharing praise in meetings and make clear that you want to include people who may not be in the room.
- Use the praise feature in Teams to recognize and track the efforts of your team members and colleagues on a public forum which their direct leader can even use to their benefit during the performance review process.

How can you leverage the power of your presence in the places and spaces that you find yourself to elevate the names and voices of those around you who may not have the same access? Can you challenge yourself to engage these skills a particular number of times a week even? Whose name will you elevate today?!



DEIB Inclusive Leader Calendar April, May, June 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!

April 2024

Day	Event	Culture/Community	Learn More
All Month	Autism Acceptance Month	United States	https://autismsociety.org/
All Month	Arab American Heritage Month	United States	Arab American Institute
All Month	National Minority Health Month	United States	Office of Minority Health
April 2	World Autism Awareness Day	World	United Nations
April 28	Holocaust Remembrance Day (Yom HaShoah)	World	Yad Vashem
Use this space to keep track of dates important to you and your team!			

May 2024

Day	Event	Culture/Community	Learn More
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All Month	Asian Pacific American Heritage Month	United States	Asian Pacific American Heritage Month
All Month	Jewish American Heritage Month	United States	Jewish American Heritage Month
All Month	Mental Health Awareness Month	United States	Mental Health America
All Month	Older Americans Month	United States	Administration for Community Living
May 19	Global Accessibility Awareness Day (GAAD)	World	Global Accessibility Awareness Day
May 17	International Day Against Homophobia, Transphobia, and Biphobia	World	IDAHO Committee
Use this space to keep track of dates important to you and your team!			

June 2024

Day	Event	Culture/Community	Learn More
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All Month	Pride Month (LGBTQ+ Pride)	World	Pride
All Month	Caribbean American Heritage Month	United States	Caribbean American Heritage Month
All Month	Immigrant Heritage Month	United States	Immigrant Heritage Month
June 19	Juneteenth	United States	Juneteenth.com
June 20	World Refugee Day	World	UNHCR
Use this space to keep track of dates important to you and your team!			