



be a *hero*. be an organ donor.



MISSION

To *Save* and *Heal* lives
through donation.

VISION

Every potential donor will make
A Pledge for Life.

VALUES

Compassion, Education, Innovation,
Integrity, Life, Quality, Respect,
Responsiveness.

Diversity and Inclusion Learning Objectives

- Understanding the dynamic nature of diversity
- Exploring diversity and inclusion
- Ability to articulate benefits of cultural diversity

Does Diversity & Inclusion Matter?

The 2018 Gallup report asserts, “Inclusion refers to a cultural and environmental feeling of belonging. It can be assessed as the extent to which a person is valued, respected, accepted and encouraged to fully participate in an activity.” Someone who has equal power and decision-making abilities. While diversity speaks to who is on the team, but inclusion focuses on who is really in the game.” Let us take some time to discuss if diversity and inclusion really matters in our workplace and the communities we serve.



What's the Purpose?

- Diversity and inclusion are often lumped together and assumed to be the same thing.
- Diversity equals representation and without inclusion, diversity won't happen.
- Fundamentally, a lack of diversity and inclusion is a disservice to our work environment and the population we serve.

Source: <https://hbr.org/2017/02/diversity-doesn't-stick-without-inclusion>

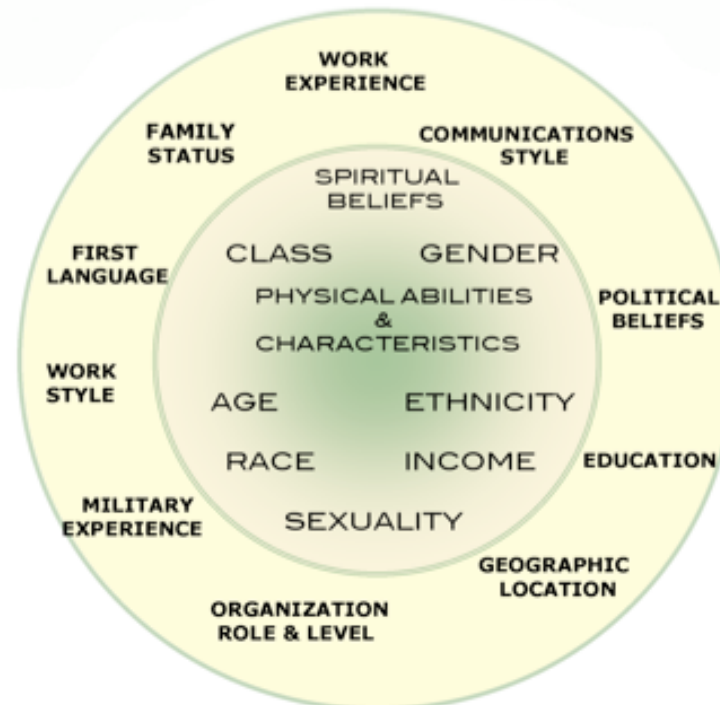
Diversity and Inclusion

- Diversity is about respecting and appreciating our differences.
- Inclusion refers to a cultural, environmental feeling of belonging.
- Even though there's clear distinction between the two words, they often go undifferentiated.



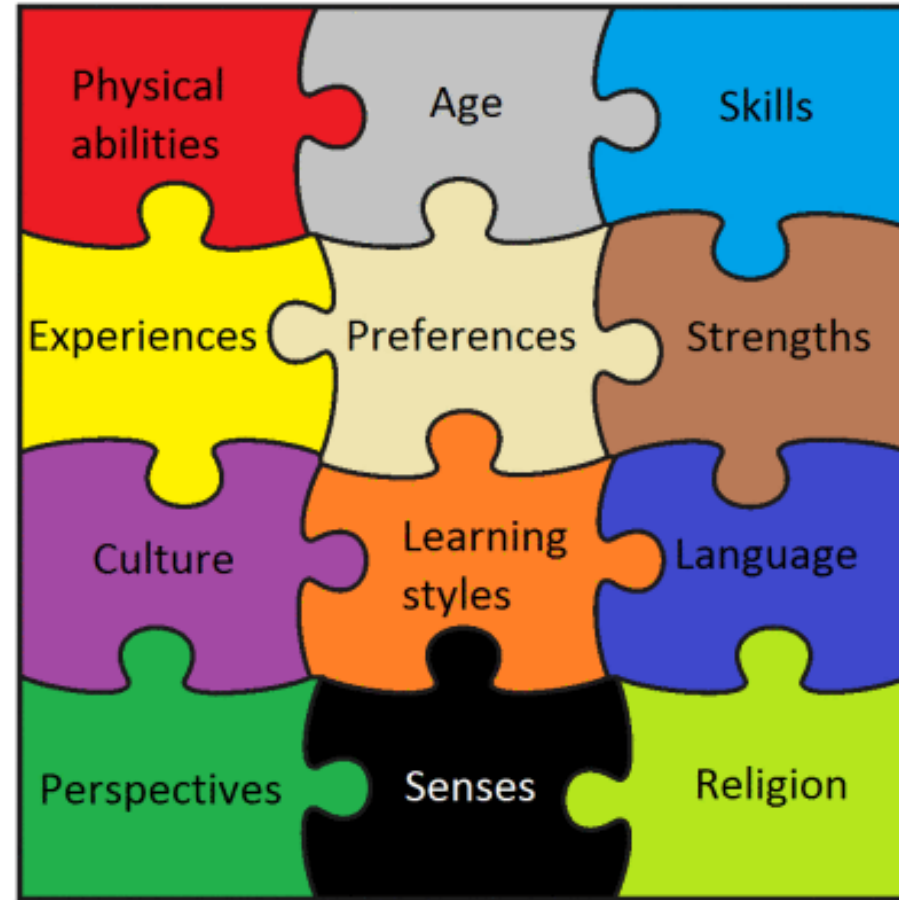
Defining Diversity

- The full spectrum of human differences and similarities, including immutable and mutable characteristics yielding unique perspectives.



Three Sources of Diversity

- Demographic characteristics
- Personal characteristics
- Abilities and skills diversity



Managing Diversity

- Social issue
- Moral issue
- Performance issue
- Quality issue



Diversity Best Practices

- Leadership commitment
- Effective communication and transparency
- Equitable employment practices
- Recruitment outreach
- Continuous learning and career development
- Coaching and mentoring
- Early conflict resolution
- Flexible work culture



Multicultural Community

- More than 59% of minorities make up those currently on the transplant waiting list.
- Studies have identified five reasons for lack of donation in minority communities:
 1. Lack of information
 2. Religious misperceptions
 3. Distrust of healthcare providers
 4. Fear of premature death
 5. Racism
- CORE is an official Minority Organ Tissue Transplant Education Program (MOTTEP) site, chosen in 2010. CORE is the first new site selected by National MOTTEP since 1995.



Inclusion



All people, regardless of their abilities, disabilities or healthcare needs, have the right to:

- Be respected and appreciated as valuable members of their communities
- Participate in recreational activities in neighborhood settings
- Work at jobs in the community that pay a competitive wage and have careers that use their capacities to the fullest
- Attend general education classes with peers from preschool through college and continuing education

Source: Institute for Community Inclusion

D&I Example: National Minority Action Group

- The National (Organ, Eye and Tissue Donation) Multicultural Action Group (NMAG) is a new collaborative effort of AMAT, AOPO, DLA, HRSA, MOTTEP and NKF to save and improve the quality of life in diverse multicultural communities by creating a positive culture of donation. Believing that our collective efforts can make the greatest impact, the NMAG will develop messaging and materials to support their first initiative, **National Minority Donor Awareness Month**. For Donate Life America, this new observance, to be held **August 1-31**, will replace Echo Donate Life and builds on the success of National Minority Donor Awareness week, first developed by Dr. Clive Calendar in the early 90's.



Leadership Commitment



- Communicate and practice commitment to diversity and inclusion often.
- Reinforce diverse work and employment practices, including diversity of thought.
- Practice constructive conflict management.
- Educate the workforce on the business value of diversity and inclusion.
- Mentor and coach diverse employees.

THE Commitment

- Recognize, appreciate and utilize the unique insights, perspectives and backgrounds of others.
- Avoid discrimination and disrespectful behavior.
- Create an environment of trust, respect and tolerance.



Faith-Based Discussion

- Most faith groups support organ, tissue and cornea donation, believing that it is a gift of life from one human to another.
- We encourage that you discuss with your place of worship, according to the gospel of diversity and inclusion.



Myths & Misconceptions

There are more than 112,000 Americans currently waiting for a lifesaving transplant. Every 10 minutes, another individual is added to the registry and approximately 20 people die each day while waiting for the organ they desperately need to survive. What's more heartbreaking is that these deaths are avoidable. There is a significant shortage of registered organ donors nationwide, and rampant myths and misconceptions are keeping many people from saying yes to organ donation. The overarching truth is that one of the greatest gifts an individual can give is life.



Think Different



- I stand upon my desk to remind myself that we must constantly look at things in a different way.
- In order to produce new ways of thinking, you need a new perspective.
- A great way to do that is to get away from your office. You can think about the same challenges you were thinking about back at your desk, but you'll be surprised how being in a different context (like a conference, surrounded by bright peers) can cause you to “think out of the box” and—voila!—come up with innovative approach that simply wouldn't have occurred to you if you were doing your standard 9 to 5 that day.

Build Your Network



Personal Think Tank



- The network you build (at conferences and otherwise) can be one of your most valuable career assets.
- With a strong network, you have valuable counselors from whom you can solicit advice—year-round.
- Whether it's asking a question, asking for advice, or just validating your own thinking, having a brain trust of professionals that you trust can help you immensely.
- It's wonderful to be able to shoot a quick email, tweet, or LinkedIn message to your network and get advice right away. But remember those relationships need to be created and nurtured. And conferences are a great way to do that, face-to-face

Missed Opportunities

Diversity without inclusion

=

Overlooked employees

Diversity + Inclusion provides talent
retention and engagement



So Does Diversity & Inclusion Matter ?

Teamwork and inclusion are at the heart of valuing diversity.

Show Authenticity.

Refrain from saying you don't see color.

Instead, explain the value of honoring diverse cultures and learning from others.

I work hard to develop relationships with others so that I can truly understand who they are as individuals.

If you are sincere in your answers to diversity questions, your true character will shine.

<https://work.chron.com/answer-diversity-questions-interview-3029.html>



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DID YOU KNOW?

Q&A



If you want to change results,
change questions.

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