

Diversity, Equity, and Inclusion for Home-Based Care – Discussion Guide with Facilitator Notes

Thank you for leading a group discussion regarding key learning points from the HCCI online education activity, *Diversity, Equity, and Inclusion for Home-Based Care*. This guide is intended to help you prepare to facilitate this discussion.

OVERVIEW

Purpose: The discussion’s purpose is to develop and implement diversity, equity, and inclusion (DEI) practices for your house call program.

Audience: This discussion is intended for learners who have successfully completed the online education activity, *Diversity, Equity, and Inclusion for Home-Based Care*. The discussion should take no longer than 60 minutes to complete.

Materials:

- Hard copies of the *Next Steps* handout from the Resources screen in the course.
- A flipchart to capture comments and ideas for discussion.

Instructions: Use the question prompts provided to initiate group discussions.

Learning objectives:

- Recognize the importance of implementing diversity, equity, and inclusion practices in HBPC.
- Identify questions and strategies for implementing the platinum rule to help practice cultural competence and focus on patient and caregiver needs.
- Outline ways to identify bias, both conscious and unconscious, and develop strategies to face these head-on.
- Understand key elements to achieve DEI initiatives in the workplace such as identifying bias and developing emotional intelligence and empathy through self-reflection.
- Identify and execute DEI strategies and practices in the workplace.

AGENDA

#	Topic	~Minutes
1	Introduction	10 min
2	Identify, Power, and Privilege	10 min
3	Principles of Diversity, Equity, and Inclusion	10 min
4	DEI Tools and Resources	5 min
6	Debrief	5 min

TOPIC 1: INTRODUCTION

Question prompts:

- When it comes to diversity, equity, and inclusion, what types of preconceived ideas or notions did you have coming into the course? What elements of this course touched upon those ideas or notions?
- In what ways do you see DEI practices already in use in your care services?
- What is the value in being an HBPC provider that embraces DEI practices?
- Take a moment to reflect on challenges or situations you experience as an HBPC provider that relate to DEI. *(Record responses on a flipchart, if possible. These will be addressed again during the debrief.)*

TOPIC 2: IDENTITY, POWER, AND PRIVILEGE

Question prompts:

- When considering cultural competence, what are examples of how your practice can implement cultural competence strategies? Or, in what ways is it already being implemented? *(Ex. Understanding and respecting the histories, languages, cultures, etc. of your different patients, regular assessments on the communication and responsiveness to cultural needs, and more.)*
- What is the platinum rule introduced in the course? How can you see this rule being implemented into your practice? *(“Treat someone like they want to be treated.”)*
- In what ways do you feel HBPC providers can implement patient- and family-centered care when it comes to addressing diverse communications and populations? What benefits would these approaches bring?

TOPIC 3: PRINCIPLES OF DIVERSITY, EQUITY, AND INCLUSION

Question prompts:

- Different perspectives of DEI in healthcare were discussed in the course. From your perspective, why is DEI important to you both personally and professionally?
- What is the difference between equality and equity that was discussed in the course?
- What are the four domains of emotional intelligence discussed in the course? What’s a time you had to use your knowledge in a certain domain to mitigate a work situation?
- As a care provider, it’s critical to identify your own biases. What is the difference between implicit and explicit bias? How can you learn more about your own bias?
- What is the most valuable experience you have had regarding the importance of DEI? How can this experience help create a better, more inclusive environment within HBPC?

TOPIC 4: DEI TOOLS AND RESOURCES

Question prompts:

- What are some benefits of incorporating DEI practices in the workplace?
- List some tangible ways in which you'd like to improve or incorporate DEI practices into your work. What are they? How do you envision these strategies being implemented?

TOPIC 5: DEBRIEF

Question prompts:

- How have your thoughts on diversity, equity, and inclusion changed after taking this course?
- Refer to the flipchart of challenges learners have identified regarding DEI at the beginning of the discussion. What's at least one strategy or practice from this course that can help overcome each challenge?
- List and share at least two next steps you want to adopt (or reinforce if already doing it) you have identified from the course or this discussion.