

SNI Webinar Recap

Connecting Workforce Wellbeing with Diversity, Equity, and Inclusion

On May 11, 2023, SNI hosted a webinar featuring Dr. Starr Knight and Dr. Larissa Thomas at UCSF Health and Zuckerberg San Francisco General Hospital on the importance of connecting wellbeing with diversity, equity, and inclusion (DEI) efforts. Below are takeaways from the session.

The [National Plan for Health and Workforce Wellbeing](#) (published by the National Academy of Medicine) includes a priority on recruiting and retaining a diverse and inclusive workforce.

This priority area recognizes...

- that the needs of those from historically excluded groups may be different because of their lived, shared experience and the systemic harms they have faced.
- that the intersection of family responsibilities, generational wealth (or lack thereof), and wellbeing often look different for those from historically excluded groups.
- that feelings of inclusion and belonging have an impact on wellbeing.
- **that equity and antiracism are essential aspects of wellbeing work.**



It's so important that they [wellbeing and DEI] occur together – because they're interwoven, because wellbeing work only augments equity and inclusion work, and vice versa.

– Dr. Starr Knight

Using an anti-racism lens in wellbeing work: A framework to reflect on the self, process, and institution when considering wellbeing efforts. (Adapted from [Honeycomb Justice Consulting](#))

Self

- Awareness of identity and bias
- Growth mindset
- Care of self and presence
- Power, privilege, and complicity

Process

- Inclusive language
- Physical space
- Psychological safety and trust-building
- Allowing people to show up with all their identities
- Continual improvement, co-creation, removal of barriers

Institution

- How does my work sustain practices rooted in historical violence?
- Reflection on roots of institutional culture
- Striving for equity in a hierarchical system
- What does success look like?

UCSF Health's Strategies to Integrate Wellbeing and DEI

Affinity Groups

UCSF Health convenes race and ethnicity-based affinity groups for participants to develop and refine their own antiracism mindsets and to formulate specific actions on an individual and institutional level to help further antiracism work.

- Groups for people of color are focused on cultivating community and solidarity, enhancing wellbeing and belonging, and unpacking the impact of racism.
- Groups for white people are focused on decentering whiteness, increasing understanding of race and white privilege, and cultivating accountability for driving antiracist initiatives.



Peer Support

UCSF Health is training residents to become paid peer supporters, while embedding trauma-informed, healing-centered, and anti-oppressive approaches into all interactions.

Restorative Justice

UCSF Health is using restorative justice as a guiding mindset to inform and shape daily interactions and decision-making in two ways:

- Proactiveness: to strengthen relationships and promote respect and shared values
- Responsiveness: to address harm and restore community



Other Daily Practices

Actively pause to consider inclusion and antiracism in planning any activity. Seek opportunities to center the experience of historically excluded groups in processes historically organized by the dominant group, such as wellbeing surveys, campus wellness activities, and coaching/mentorship programs.