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Belonging, Inclusion, & Equity In Your Practice

Who am I?

I am still a coder

Coder \neq facilitator or therapist

My work

My social location

Acknowledgements

My why

Why this topic?

01

The Trepidatious

Committed and uncertain about how

03

Busy Folk

Committed and can't add one more program

02

The Thrivers

Believe in supporting the thriving of ALL

04

Leaders

In power and attentive to belonging and inclusion



Value Proposition

Safe, thriving practice

Attractive employment environment

Exceptional care delivery

Community engagement



My invitation: NOTICE

You have power

Your very self is a data
gathering AND transmitting
instrument

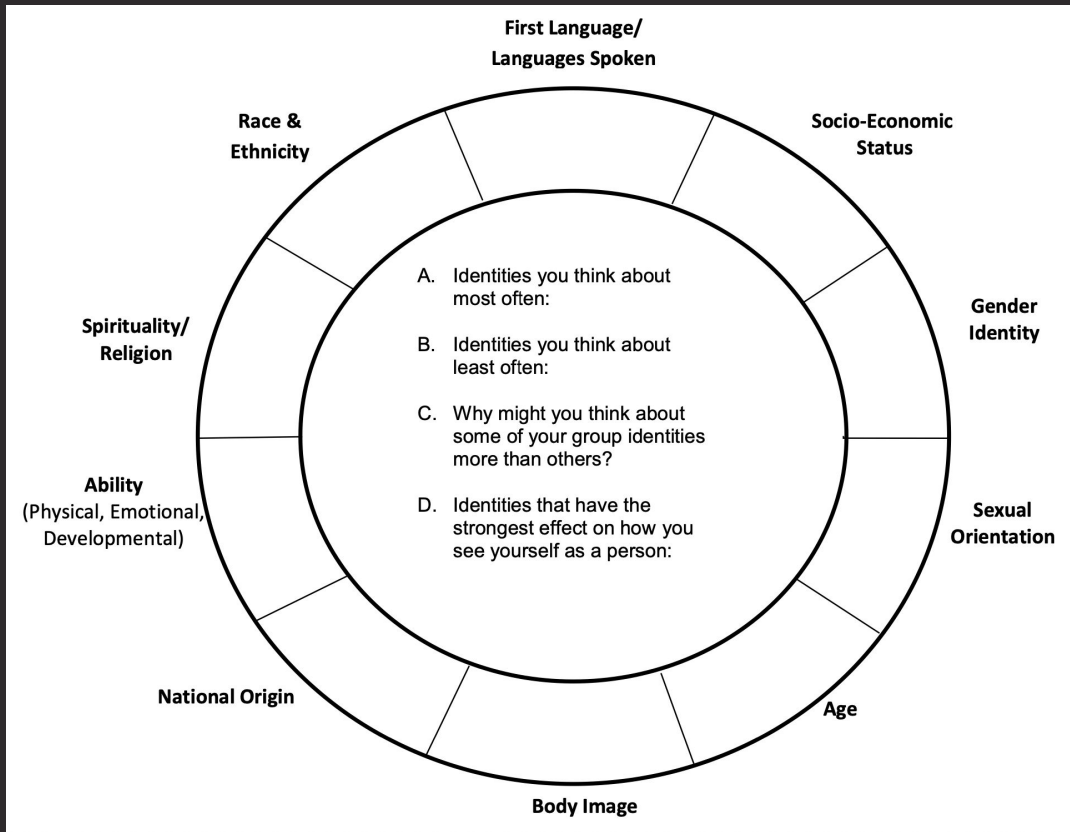


Exercise

Find your feet

Find your seat

1 minute of just noticing, data
gathering



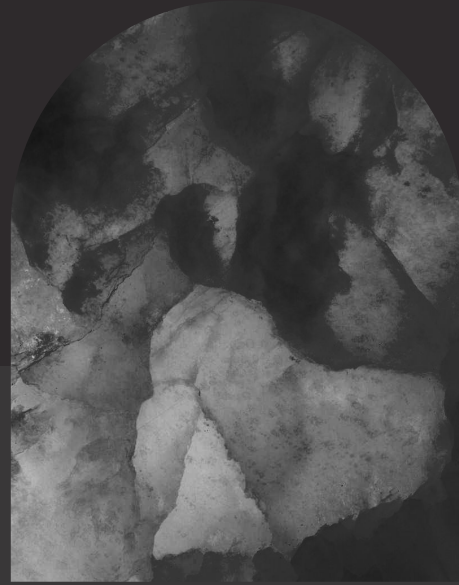
Identities

Exercise

Find your feet

Find your seat

1 minute of just noticing, data
gathering



Support

Who's got you?

AAP

SOAPM PPMA

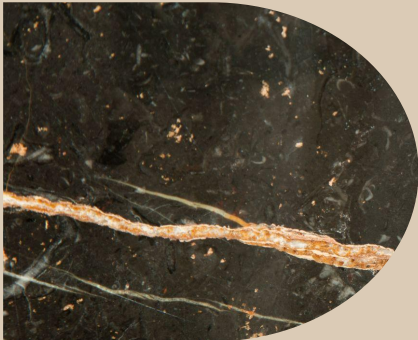
Peers



Resources

AAP

- Preventing Childhood Toxic Stress: Partnering With Families and Communities to Promote Relational Health
- Early Relational Health
- Pediatrics (vol 153, sup2 2/1/24) Diversity, Equity, and Inclusion, Child Health, and the Pediatric Subspecialty Workforce
- PPMA 2024 Equity Webinar Series (Membership required)



Resources

- Social Identity Wheel (Intergroup Relations Center, AZ State Univ.)
- Harvard Business Review: 10 Reasons Why Inclusion Is a Competitive Advantage
- Transformative Change
- Ginny Hamilton - Organizer | Facilitator | Strategist | Catalyst





Thanks!

Who else, like me, has questions?

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