



**DIVERSITY SCIENCE**

An Evidence-Based Approach to Inclusion

# Thriving in a Diverse World

Diversity, Equity and Inclusion Support  
for Health Care Organizations





# BUILDING AND SUPPORTING DEI INITIATIVES

## Our Approach

We believe that the organizations we partner with are heroic. They are willing to take a truthful – and sometimes difficult – look at their organization and take action to change and grow. They are willing to ask themselves: *are we truly a diverse, equitable and inclusive organization? If not, what do we need to do to become one?*

Whether you are just starting, or advancing your existing programs, our team of advisors are here to help. Leaders need support, tools and space to expand their skills and cultivate equitable and inclusive workplaces. Our team of advisors is made up of experts and practitioners who bring perspectives from behavioral health, organizational management, and diversity, equity, and inclusion practice.

## Our Impact

Our team of advisors have empowered thousands of people to build diverse and inclusive organizations. Our work has been featured in publications including:

## DEI Strategic Advising

We understand that strategic planning and implementation are complex and highly contextual. We structure our DEI strategy work on an hourly fee basis in order to provide the level of support that fits your needs. Our services include:

- DEI strategy creation, revision, and implementation
- Leadership training and advising
- Communications and Employee engagement strategies
- All-staff training and capacity building:
  - e-learning and workshops
- Inclusive climate assessment to create baseline for DEI strategy

Our hourly rate for DEI strategy and implementation advising is \$300/hour. Monthly retainer fees begin at \$6000.



# DEI CAPACITY BUILDING

These services support equity and inclusion for health care organizations and professionals:

## DEI Assessment

Starting at \$30,000  
per assessment

### EMPOWERING CHANGE THROUGH DATA DRIVEN ASSESSMENT

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Our assessments are designed to identify and assess the underlying issues that truly impact organizational effectiveness and performance, employee experience, and care delivery. Information gathered from our assessments yield meaningful feedback, actionable data, and recommendations that guide your organization in developing a roadmap toward full inclusion. This service is designed to give you the tools and skills to create real lasting change.

## Training Workshops

Starting at \$6,000  
per ½ day live  
distance workshop

### THRIVING IN A DIVERSE WORLD

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Build capacity to understand and make informed decisions that support your organization's diverse workforce through our organizational trainings. Leaders and team members will participate in training workshop with our expert facilitators to build the understanding and skills necessary to advance diversity and inclusion strategies and initiatives at your organization.

## Train the Trainer

Starting at \$3,000 per  
person

### BUILD CAPACITY AS A DEI CHANGE AGENT

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Our evidence-based program builds participants' knowledge and skills to implement your organization's DEI goals. Through a comprehensive 20 hour course, participants will develop expertise on topics related to diversity, equity and inclusion (including implicit and explicit bias, stereotype threat and inclusive organizational theory), as well as learn the facilitation skills and tactics necessary to effectively implement interventions and create inclusive organizations.

# E-LEARNING FOR HEALTH CARE PROVIDERS

Online trainings are a fundamental part of a successful diversity and inclusion program. They provide a **scalable and universally accessible** way for you and your staff to gain foundational knowledge of key diversity and inclusion topics like implicit bias and intergroup dynamics.

Diversity Science's course catalog includes role-specific implicit bias courses designed to improve learner experience by providing content that is specifically tailored to the experiences and expectations of each role. We offer **physician, nurse, physician trainee, and health care staff specific versions** of our e-learning.

Beginning in summer 2020, we will be able to provide CME / CE credit for our courses. Contact us for more information about accreditation and enterprise pricing models.

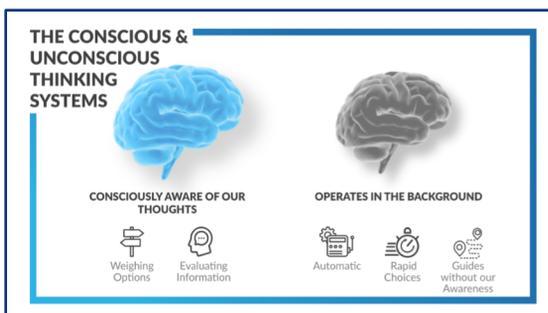
## Course Catalog

- Protecting Yourself and Your Patients from Unintended Biases
  - + Physician, nurse, physician trainee, and health care staff specific versions
- Overcoming Stereotype Threat for Health Care Providers
- Working with Medical Interpreters
- Promoting Equally High Quality and Culturally Appropriate Perinatal Care\*
- Preventing Bias in Health Care During COVID-19 and Other Pandemics\*

### Each course includes:

- ✓ Case studies and examples taken from real life experiences
- ✓ Interactive knowledge checks and problem solving tasks
- ✓ Strategies and interventions you can integrate into daily work/life
- ✓ Certificate of completion

**Enroll today for as little as \$5**  
**CME/CEU credit available starting summer 2020**



\*multi-course series, under development in 2020



# ABOUT DIVERSITY SCIENCE

Diversity Science is a partnership of scientists and professionals with deep expertise and an unwavering commitment to our mission and values.

## OUR MISSION

To translate the strongest evidence into practical and effective approaches for achieving true equity, deep diversity, and full inclusion for the benefit of organizations, their members, and the people they serve.

## OUR VALUES

- Evidence-based
- Strengths-focused
- Growth-oriented
- Partner-centered

These values shape who we are and how we work.

### What makes us different?

Diversity Science is a public-benefit company that champions an evidence-based approach to inclusion. We translate the latest research into practical and effective tools to create diverse and inclusive organizations.

Our team is made up of experts and practitioners who bring perspectives from behavioral health, organizational management, and diversity, equity, and inclusion practice. Our work reflects the expertise of our team and deep collaboration with those who are leading change today.

### Our clients include



## WHY INVEST IN EQUITY & INCLUSION



**Build physician and provider capacity to provide equally high-quality care for diverse patient populations.** Through our trainings, providers will build a foundation of knowledge and understanding of the ways that bias can impact care and evidence-based interventions to prevent such biases from affecting teamwork and patient care.



**Gain a competitive edge by achieving a truly positive inclusion climate.**

Our evidence-based trainings and growth-oriented approach provide practical tools and knowledge for leaders to build inclusive workplaces that support high quality patient care. Empower your employees to contribute their unique skills, perspectives, and experiences.



**Understand and implement evidence-backed solutions that reflect the latest science of diversity, equity and inclusion.**

Our team of expert researchers integrate social psychology, cognitive science and behavior change theory into actionable and accessible trainings to help your organization learn and grow together using a strengths oriented approach.



### WHAT PARTICIPANTS SAY ABOUT OUR TRAININGS

**“The unconscious bias training was excellent. I really appreciated how it went into 6 suggestions about how to stop bias from effecting our decisions towards patients.”**

- K.S., Medical Director

**“What energized and resonated with me most was how interested my colleagues were in the topic following this course.”**

- L.R., Physician

## JOIN US

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in accelerating progress towards true equity, deep diversity, and full inclusion – for your organization, your colleagues, and the people you serve.



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