

Look at patient data to identify disparities and focus health equity improvement efforts with community co-creation	Embed equity into standard work such as policies, decision making and safety reporting
Maintain and optimize standardized Sexual Orientation, Gender Identity, Race, Ethnicity and Language data collection process in all inpatient and outpatient settings	Maintain and optimize EDI policy review process in ambulatory settings and HR policies
Facilitate and add an equity lens to the development of a written health disparity action plan that describes how it will address an organization wide health disparity, including leveraging existing community relationships for co-creation	Senior Leaders will model using one Equity Pause in their respective areas AND Host 2 Equity Pause trainings for managers to support including an Equity Pause into all manager process improvement plans for Employee Engagement Survey
Conduct thorough needs assessment for interpreter services and implement strategies to address barriers and opportunities for improvement	Identify system for patient and employee related bias reporting AND Implement bias reporting pilot, support staff and present data to stakeholders
Identify areas of opportunity to improve care for gender diverse patients at Valley	Provide ongoing support to Patient Relations Team regarding Patient Grievances where patients report experiences of discrimination/bias



Strengthen leadership and management skills and track demographic data to help improve job qualifications.	Use analytics to evaluate success of EDI initiatives in HR processes.	Provide inclusive training to enhance staff collaboration and support their diverse coworkers
Look for ways to include lessons from the Progressive Leadership courses on 'Inclusive Leadership' and 'Conflict Management' into current and future leadership training	Monitor and evaluate employee demographic data for trends	Publish 11 EDI Newsletters, highlighting various cultural celebrations
Evaluate if using the Job Description Guideline Tool (tool that reviews job descriptions for inequitable barriers) leads to a noticeable increase in the diversity of our job applicants	Track and assess progress in improving HR processes (add EDI lens into interviews, forms, and systems) by tracking the diversity of our new hires	Hold two organization-wide events (focusing on community partnerships)
Include EDI education in all New Employee and New Leader Orientations	Provide support to Talent Acquisition team	Sustain and grow monthly Affinity/Learning groups and report themes to Senior Leadership Team
	Establish baseline data for staff turnover and stratify data by demographics	Use our standardized process and communication tool to ensure we communicate with our community through an EDI approach

