Diversity and Disparities

The Quality IDEA in Oral Health

Dr. Gilda Garcia
November 6, 2014
Today’s Agenda

The terminology of diversity

Diversity and Disparities

Building inclusive environments

Commitment to addressing the disparities
Quality: high degree of excellence

Inclusion: an organizational cultural trait that values and leverages diverse perspectives

Diversity: the entire range of differences between and among groups

Equity: applying the same treatment to all; fairness

Access: opportunity for entry
The Case for Diversity in Oral Health

- Responds to demographic changes
- Improve quality of services and outcomes
The Case for Diversity in Oral Health

- Enhance workplace environment
- Gain a competitive edge
- Create an environment where everyone can do their best learning and work
Disparities and Diversity

Race, Gender, Ethnicity, Income Level, Education, Sexual Orientation, Religion, Veteran’s Status, Marital Status, Parental Status, National Origin, Language
What’s in my control?
I’m only one person........
During the deliberations, diverse perspectives were heard and leveraged. You will know the hire was successful when…

A high quality applicant was selected.

The selected applicant added to the quality and diversity of the business.
You will know the hire was successful……

The applicant pool contained a wide range of diverse applicants

Everyone was treated fairly
4 Questions

1. What knowledge, skills, and abilities MUST the successful applicant have in order to begin the position on Day 1?

2. How do we define the terms used in our qualifications?

3. What are we willing to accept as proof of qualifications?

4. How do we provide consistent and equitable assessment of all candidates?
An inclusive manager would...

Base employment decisions on performance and knowledge, skills and abilities.

Create an environment that supports everyone’s ability to do their best work.

Treat all people with respect.

Know yourself and your own bias.

Improve your diversity-related skills.
Skills related to Diversity
Diversity and Disparities

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