

Advisor on a Committee:

Diversity, Representation, and Inclusion

DIVERSITY

Diversity is about the variety of unique dimensions, qualities, and characteristics we all possess, both visible and invisible.

Examples:

- likes and dislikes
- age, gender, race, ethnicity, physical ability
- personal habits, appearance, religious affiliation, marital status
- work experience, income, education, geographical location

All of these things and more inform how we see the world, how we interact with others, and how we make decisions.

WAYS TO VALUE DIVERSITY

- Demonstrate respect by treating others the way they want to be treated.
- Increase your comfort by acknowledging that other people have different dimensions of diversity (see examples above).
- Be willing and unafraid to explore another person's diversity. For example, you can ask "can you tell me more about your background or experience?"
- Be aware of and question your preconceived assumptions about other people's backgrounds and values.
- Be willing to intervene when others are being disrespectful of individuals' differences.
- Be an advocate of different perspectives by encouraging everyone to be heard and listened to with respect and openness.



"Diversity drives innovation – when we limit who can contribute, we in turn limit what problems we can solve."
— Telle Whitney

Representation does not equal diversity. Representation is the number of individuals who have specific characteristics or diversity dimensions. For example, you can have two advisors on a committee that have relevant healthcare experience but it is impossible for these two advisors to represent the diverse population that might be served.

This doesn't mean the experience and contributions of advisors on a committee are not valuable or important but rather recognizes that other patients and families have experiences that might not be represented by advisors on the committee.