Our Mission

To provide direct support to WUSM’s commitment of creating a workplace environment that is diverse, inclusive and nurturing of people from all backgrounds.

Today’s Agenda

- Welcome and Introductions of Facilitators
  - Daniel Blash, Ph.D.
  - Denise DeCou
- Goals of Diversity & Inclusion
- Support Services Offered
- Challenging Assumptions
- D&I Introductory Activity
- Communicating Mutual Respect
- Closing Activity
- Evaluation
D & I Support Service

We’re here to help!

- Workshops
- Seminars
- Training Sessions
  - New/Current Staff
  - New/Current Supervisors
- Employee Consultation
  - Conflict Resolution
  - Career Pathing & Development

Meeting your need!

- Strategic Planning for D&I
- Departmental Staffing Meetings
  - Multiple D&I Topic
    - Examples: Cultural Awareness, Religious Holidays, Generational differences/similarities (Gen Y & Boomers)
- D & I Coaching
  - Hiring Managers/Committees
Diversity Quiz
Differences in language, beliefs, and behaviors can lead to misunderstandings and hurt feelings. We can help you navigate these challenges.

- Communication
- Group Dynamics
- Problem Solving
- Decision Making
- Value Systems
Potential *Advantages* of Diversity

Enhanced **work processes** that lead to WUSM **results** in research, clinical outcome, and teaching.

We can help you maximize these advantages.

- Best Practices
- Peak Performance
- Creativity
- Innovation
- Problem Solving
- Adaptability
- Competitiveness in Health Care
- **Strategy, Revenue, Reputation**
Expanding the Case for Diversity

- Advancing cultural competency
  - “...professionals cannot become culturally competent solely by reading textbooks and listening to lectures. They must be educated in environments that are emblematic of the diverse society they will be called upon to serve.”

- Increasing access to high-quality health care services
  - Studies indicate that African Americans and Hispanics are less likely to receive bypass surgery when medically indicated and are less likely to receive adequate pain management.
Climate of Mutual Respect in the Workplace

- We value each other’s work and our roles
- We recognize and value our differences as well as our similarities
- We empower ourselves and others
- We encourage team work
The Census Bureau estimates that in 2020, minorities will make up over 40 percent of the workforce, and workers aged 55 and over will account for a larger percentage.

1. What are the implications?
2. How will the most successful companies/institutions look?
3. How will this change your work environment?
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