

# Health Equity Resources *for Healthcare Workers*

[Healthcare diversity](#) includes culture, race, ethnicity, religion, education, and language, among other factors. A lack of healthcare diversity in healthcare settings can attribute to limited perspectives, lack of role models, increased biases in healthcare, and poor patient care. The COVID-19 pandemic has exasperated these issues, [disproportionately impacting communities of color](#).

As reported by West Virginia Health Right, indigenous American women are 2x more likely to develop cervical cancer and have a 47% higher mortality rate. Compared to Caucasians, Hispanic and African American youth are more likely to die from diabetes and the mortality rate for African American infants is roughly 5 times greater than the rate for white infants.

Watch the Webinar

Dr. Angie Settle and Shayla Leftridge of Virginia Health Right speak on  
**“Health Equality vs Health Equity: Why the Difference Matters”**

## How does diversity, or a lack thereof, affect healthcare?

- Read the National Institutes of Health (NIH) National Library of Medicine’s journal article on [“The Importance of Diversity and Inclusion in the Healthcare Workforce.”](#) This report includes a discussion of efforts to improve diversity and inclusion in medicine and an exploration of best practices, frameworks, and strategies that have been utilized to improve diversity in healthcare settings.
- Another NIH article stresses that, “presence of diversity alone does not predict performance; rather [how diversity is engaged is central](#) to whether diversity will improve or inhibit group performance.” (Bradley, 2020)
- [Patient trust in providers](#) can increase if they see themselves within the healthcare workforce, according to an article from ProvoCollege.

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Bradley EH. Diversity, Inclusive Leadership, and Health Outcomes. Int J Health Policy Manag. 2020 Jul 1;9(7):266-268. Accessed August 28, 2023. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7444435/>

## For Healthcare Leaders

- A commentary from NEJM Catalyst, titled "[Diversity and Inclusiveness in Healthcare Leadership: Three Key Steps](#)," outlines that leaders should recognize that diversity is necessary but cannot create an inclusive culture on its own, be self-aware of blind spots, and appreciate that stereotypical traits of leaders can limit healthcare diversity and operational success.
- An article from the American College of Healthcare Executives, titled, "[Increasing and Sustaining Racial/Ethnic Diversity in Healthcare Leadership](#)," discusses how executives can recruit, promote, and support a more diverse workforce.
- A George Washington University blog, titled "[Diversity in Healthcare: 10 Tips for Managing a Diverse Workforce](#)", stresses the importance of engaging with diversity in the workforce.

## Diversity Trainings for Healthcare Settings

- Check out the [Safe Zone Project](#), which is a free online resource for effective LGBTQ awareness and ally training workshops based on an evidence-informed curriculum. The curriculum can also be accessed in Spanish.
- Take courses from [Traliant](#) which covers a wide range of topics, including creating a respectful remote workplace, creating a positive work environment, and cultural competency and humility in healthcare.

## About the Program

[Healthcare Ready](#) seeks to rebuild the capacity of the healthcare workforce in communities disproportionately impacted by COVID-19 with funding from the [Center for Disaster Philanthropy \(CDP\) COVID-19 Response Fund](#). In partnership with leading organizations serving clinicians and other critical staff in the healthcare workforce, "Restoring the Healthcare Workforce for Equity," provides widely accessible trainings for frontline healthcare workers and leaders on critical healthcare workforce issues. Find other resources and learn more about the program on [our webpage](#).

