



Professional Development Livestream

Making D&I Part of Our DNA

***We will get started shortly!
Feel free to turn your camera on now***



Jo Anne Hill, Executive Director of Diversity and Inclusion
Piedmont Healthcare



ACCESS, COLLABORATE, IMPROVE, INSPIRE

The *HRO Today Association* supports the learning and development of HR professionals around the globe. Members learn together, strengthen their networks, and share best and next practices.

- **Access** timely content and discuss critical issues in real-time with like-minded professionals.
- **Collaborate** with a cross functional team of HR practitioners and providers to build relationships, grow your network, and strengthen your reputation within the industry.
- **Improve** the skills needed to enhance the quality, effectiveness, and efficiency of your HR operations.
- **Inspire** others by sharing your knowledge and be inspired as you learn from others.

www.hrotoday.com/association



Professional Development Livestreams

CONNECT + SHARE + LEARN

**Attend unlimited sessions
Learn what's worked for peers
Get insights from thought leaders
Access extensive on-demand library**

Livestreams offer a convenient platform for members to share successes and lessons learned with peers who are facing similar challenges.

- **These are not one-sided webinars** – communicate directly with the speaker and each other to address their specific concerns and questions.
- Members come away with **fresh perspectives, a stronger sense of community, and a reenergized outlook** – all of which are essential to understanding and maximizing today's unique HR opportunities.



Virtual shared problem-solving discussions. HR Table Talks provide a safe space for members of the *HRO Today Association* to discuss challenging issues.

These are not slide-driven webinars, they are virtual conversations, connecting like-minded individuals in similar circumstances for advice and support.

- Attendance is limited to create a feeling of closeness and security.
- Participants can see and communicate directly with other members
- Sessions are not recorded so participants can be completely open and honest.
- A member facilitator helps guide the conversation, adding their expertise and perspective.



Let's Make A (HR) Deal (or better - Let's Make the Most Successful Deal)

The right partners help HR to succeed, the wrong choices lead to failure. The HRO Today Association helps bridge the gap for providers and practitioners. The *HRO Today* Association Conference, a 2.5-hour HR micro-event, will explore the answers to the following questions:

How do you select external providers?

How do you manage the relationship to ensure optimal communication and performance?

What do providers and practitioners need to jointly plan for in 2023?

Throughout the conference, we will recognize HR excellence as we revealed the winners of the **2022 HRO Today Association Awards**

<https://www.hrotoday.com/association/conference/>

Making D&I Part of Our DNA

HRO Today

Jo Anne Hill

Executive Director of Diversity and Inclusion
Piedmont Healthcare



Real change lives here

What Does Diversity Look Like?

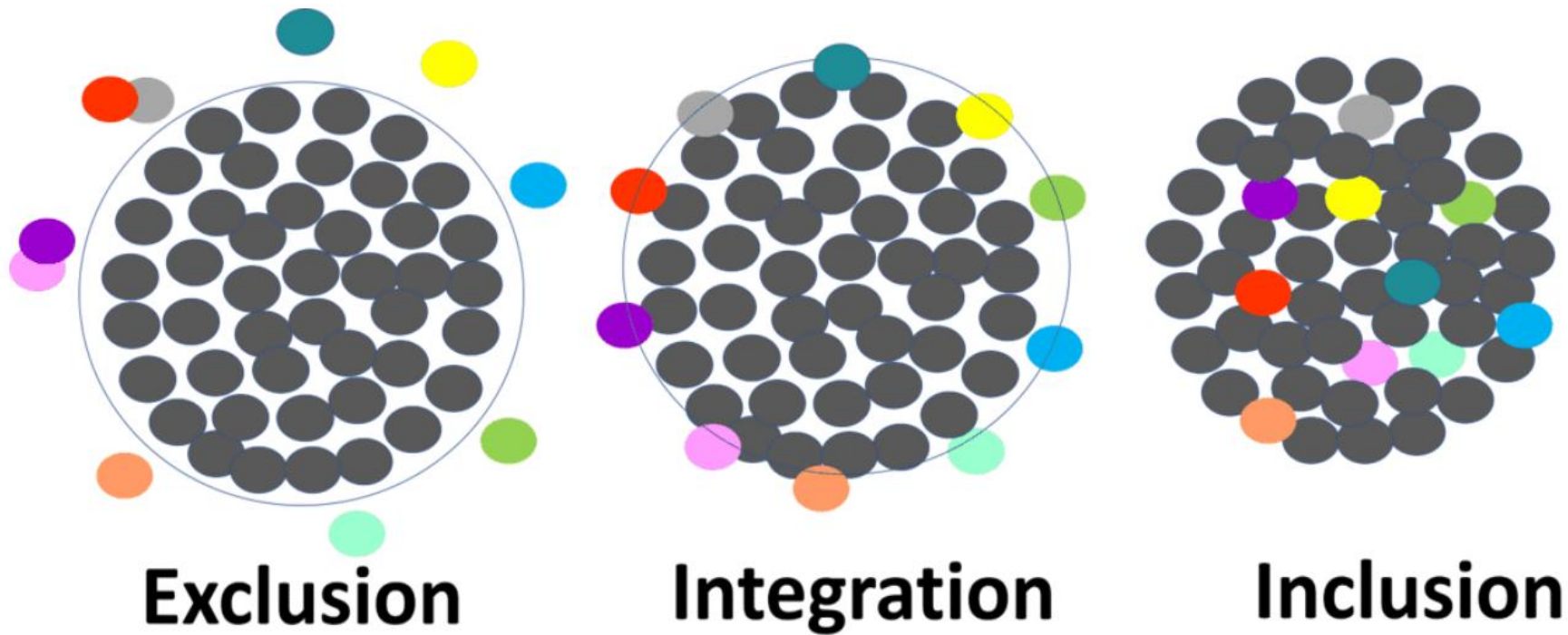
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2



What is Inclusion?



Diversity Is a Fact, Inclusion is an Act



Equality



Equity



What is Culture?





Diversity
is a reality.

Inclusion
is a choice.

Diversity & Inclusion Is About Performance

Improved
Patient Care

Improved Team
Dynamics

Better Employee
Communication

Less Stress

Problem Solving
Resources

Increased
Productivity



More Diverse Workforce

It Is Not Easy





Diversity & Inclusion

MAKING D&I PART OF OUR DNA



Piedmont's Diversity Statement

Embedded in the in the values and virtues of Piedmont's Purpose is our commitment to a diverse, inclusive and engaging environment for both our patients and our employees. It is our commitment that every patient, employee, clinician and supplier is respected and valued for the unique contributions they make towards Piedmont's Promise to make a positive difference in every life we touch.

Piedmont's D&I Priorities and Accomplishments



Increase Minority Representation in Leadership Positions

- 17 Director & Above new hires = 11.8% in FY21.
- **Ethnically diverse headcount for EDs & Above increased by 5.1% from FY19 to FY21.**



Increase Access to Education and Training

- **Emerging Leaders Program – First cohort (PAH) resulted in 3 promotions.**
Second (PAR) cohort completed April 2022.
- Cultural Sensitivity Module – now added to Annuals & NEO.



Diversity Councils

- Global/Entity Meetings, Village Engagement, Dose of Diversity, Cafe Menus, Ambassadors
- **4 Diversity Council leaders were promoted in FY21, 1 in FY22.**



Community Health Initiatives

- Dr. Jayne Morgan – Global media presence, Stairwell Chronicles, **2022 Civic Leadership Award**
- Makeba Morgan-Hill – **Community Impact Report** & and community affairs
- Jo Anne Hill – Community leadership roles, public speaking & volunteerism



Diversity

is a fact.

Inclusion

is an act.

Piedmont Healthcare 2023 Inclusion Calendar

Piedmont's Office of Diversity and Inclusion will have systemwide, focused communications to promote inclusivity and increase awareness for the observances below. This calendar does not represent all holidays or cultures observed within our Piedmont family. Religious observances from the most practiced religions worldwide – Christianity, Islam and Judaism – were included. Additional observances may be added in the future.

FY23

January 2023

January 1
New Year's Day

January 16
Martin Luther King Jr. Day

January 22
Lunar New Year

February 2023

February 1-28
Black History Month

February 22 - April 8
Lent*

March 2023

March 1-31
Women's History Month

March 22 - April 21
Ramadan (Mar. 22-Apr. 20) & Eid al-Fitr (Apr. 21)

April 2023

April 1-30

- Autism Acceptance Month
- Arab American Heritage Month*

April 5-13
Pesach (Passover)*

April 9 – Easter

May 2023

May 1-31

- Asian American & Pacific Islander Heritage Month
- Jewish American Heritage Month*

May 30
Memorial Day

June 2023

June 1-30

- Pride Month
- Caribbean American Heritage Month

June 19
Juneteenth

FY24

July 2023

July 4
Independence Day

August 2023

August 26
Women's Equality Day

September 2023

September 6
Labor Day

September 25-27
Rosh Hashanah

September 15 – October 15
National Hispanic Heritage Month

October 2023

October 1-31
Disability Employment Awareness Month

October 4-5
Yom Kippur

October 7-9
Atlanta Pride

October 24 – Diwali

November 2023

November 1-30
Native American Heritage Month

November 1-2
Día de los Muertos*

November 11
Veteran's Day

November 24
Thanksgiving Day

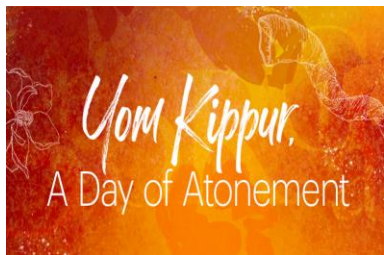
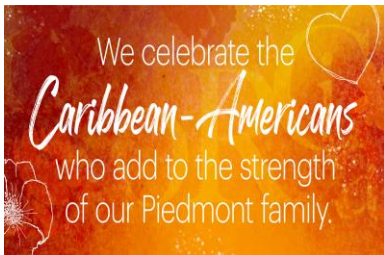
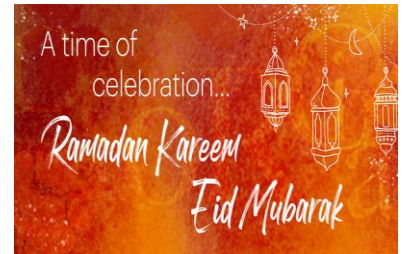
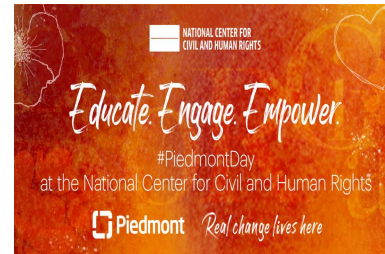
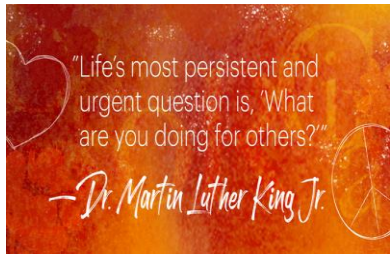
December 2023

December 18-26
Hanukkah

December 25
Christmas Day
(PHC Company Holiday)

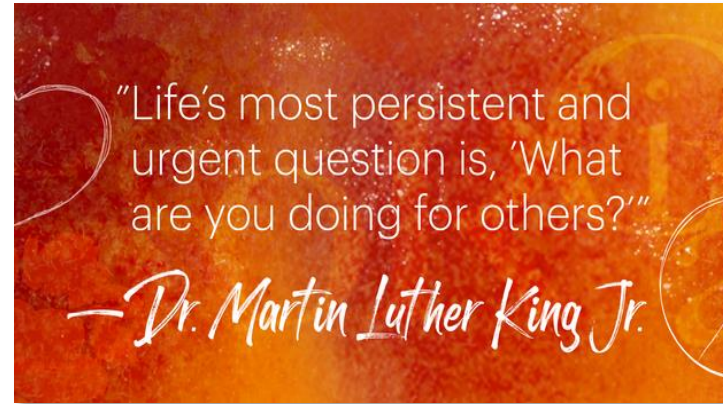
December 26- January 1
Kwanzaa

A Glimpse at Our Inclusion Observances



MLK Living The Dream 2021

- Service – 11,000 Employee “Meals”
- Internal/External Comms
 - Kevin Brown MLK Email Message
 - JoAnne Hill MLK Message on Social
 - Annual banners displayed at entities
- On the D&I Village Page
 - Interview with Dr. Kevin James
 - Employee comments & selfies
- In the Community
 - Unity Breakfast (PCR)
 - UGA Gymnastics Equity Meet (PAR)*



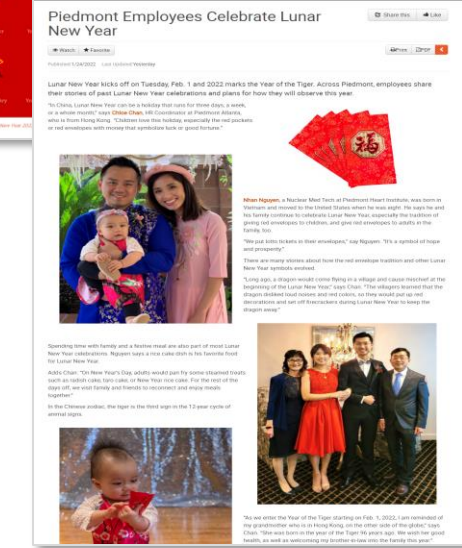
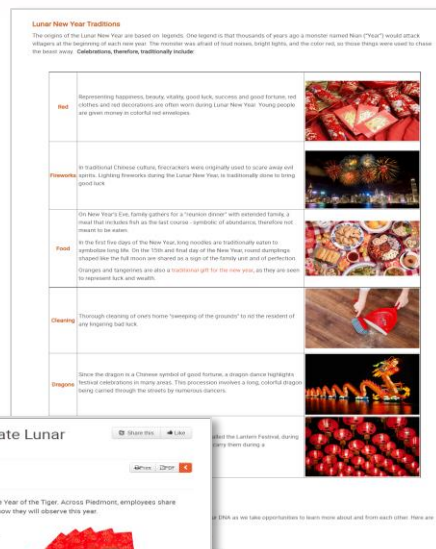
Lunar New Year

- Educational [Lunar New Year Page](#)
- Feature Article: [‘Piedmont Employees Celebrate Lunar New Year’](#)



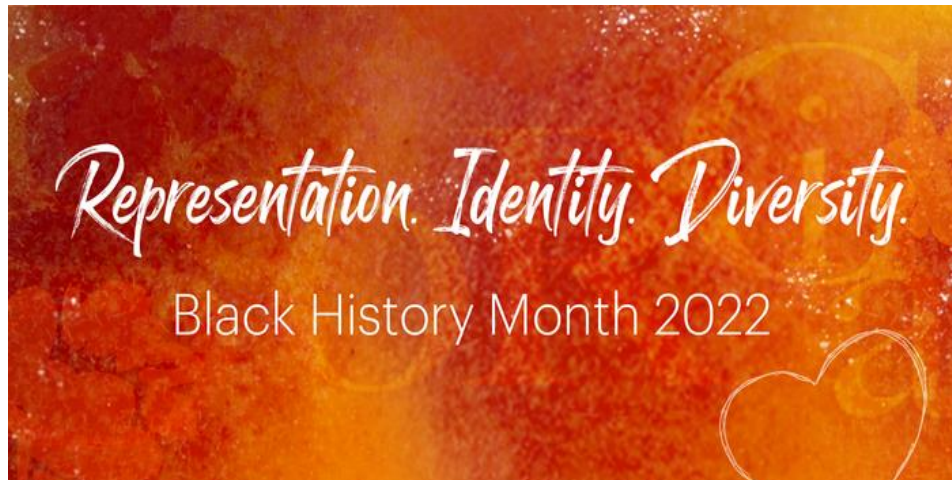
We want to hear from you!

Tell us how you are celebrating Lunar New Year in the comments and show us your selfie of your celebrations! Click [here](#) to email us your selfie to be included in our [gallery](#).



Black History Month

- Educational [Black History Month Page](#)
- Entity Banners
- Featuring employees making history at Piedmont and in the community.



A grid of eight informational cards for Black History Month. Each card features a name, a brief biography, and a Piedmont logo. The cards are arranged in two rows of four. The top row cards are for Patricia Bath, M.D., Hazel Johnson-Brown, Charles Drew, M.D., and William Augustus Hinton, M.D. The bottom row cards are for Mary Mahoney, Estelle Massey Osborne, David Satcher, M.D., and Daniel Hale Williams, M.D. Each card has a unique icon: glasses for Bath, a military nurse's cap for Johnson-Brown, a blood transfusion set for Drew, an open book for Hinton, a nurse's cap for Mahoney, a rolled-up scroll for Osborne, a map of the United States for Satcher, and a heart for Williams. The Piedmont logo is at the bottom of each card.

Employees Making Black History – 2022

In honor of Black History Month, Piedmont celebrates employees making black history at Piedmont and in the community. Visit our [Black History Month Page](#) to learn more.



**Daryl Faegins,
The Ultimate Servant Leader**
[Click here to meet Daryl](#)



**Dr. Cynthia Finney,
Respected Leader & Community Activist**
[Click here to meet Dr. Finney](#)



**Charmagne Helton,
A Voice of the People**
[Click here to meet Charmagne](#)



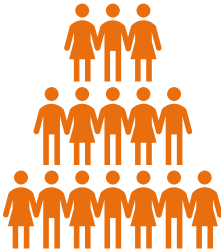
**Keishia Niblack,
Breaking Barriers in Real Estate**
[Click here to meet Keishia](#)



**Dr. Lacy Knight,
Visionary in Inclusive Technology**
[Click here to meet Dr. Knight](#)

Inaugural Piedmont Day

- 100% rated as a valuable experience
- 85% brought family and/or friends
- 98% request more awareness events
- 50% System Office and Phys. Enter.



700+
Employees
& Families



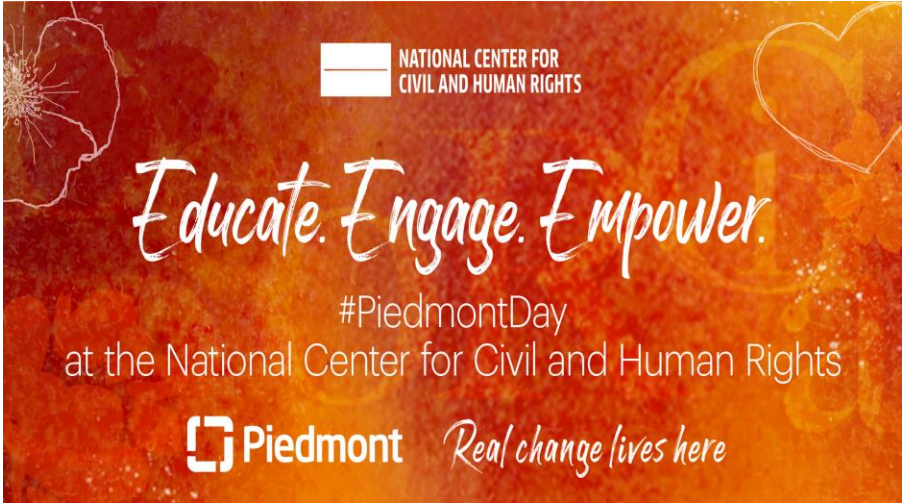
15
Entities
Represented



25
Volunteer
Ambassadors

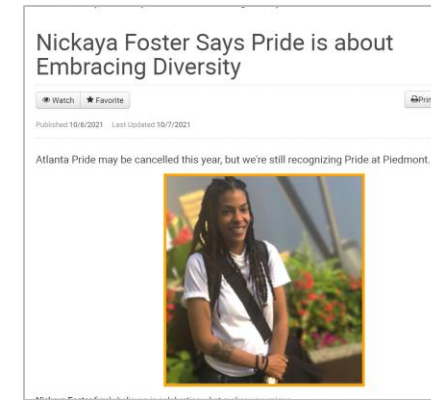


10
Executive
Leaders



Atlanta Pride 2021

- **1,428** Masks Requested
- **189** Employee's Ordered Shirts
- **27** Employees In Selfie Submissions
- **4** Employee Reflection Interviews



Atlanta Pride 2022

- Gold Sponsor
- **300,000** Attendees
- Festival booth & truck in the Pride Parade
- Piedmont Pride Headbands
- Piedmont volunteers & marchers



Veteran's Day 2021

Foe the Brave Walk – November 6

- 1 mile, 5K, 10K walk in Marietta Square
- All employees encouraged to participate
- D&I Office and Employee Wellness partnered
- **Joe Colonna**, Platinum Sponsor
- **Piedmont Veterans that registered were entered**



Antonio Dean



Joe Colonna



Ticket Winner!
Lead Warehouse Rep
(Navy)

Chief Supply Chain &
Project Management
Officer



Diversity

is not having a seat at the table.

Inclusion

is having a voice.

Courageous Conversations

Are you willing to have them?

When you say this...

Help me understand...

I have a clarifying question...

My intent is...

What I am hearing is...

It is difficult for me to...

I value that we have different perspectives...

I have noticed that...

They hear/feel this...

They want to understand my point of view.

They care and want more information

There are no hidden agendas

They want to make sure to have the facts.

They must think this is important since this is not easy for them to discuss.

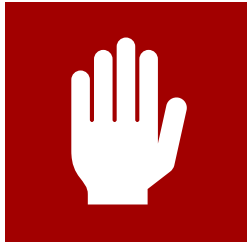
They value me as a person, regardless of my beliefs/opinions.

They pay attention to details.

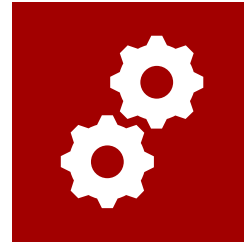
Phrases to avoid...

- You always/never...
- It isn't personal.
- I'm sorry you feel that way.
- I know how you feel

Barriers



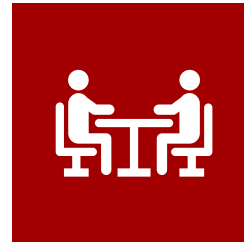
Fear



Lack of Tools



Lack of
Education



Lack of Leadership
Support

We are all in **different boats,**
yet we are all in the **same storm.**

Intentional Behavior...Starting With You!



- Educate yourself
- Evaluate your behavior
- Demonstrate a culture of trust
- Elevate a culture of compassion

The background of the slide features a warm, orange-toned pattern of autumn leaves. In the bottom right corner, there is a white line-art illustration of a square picture frame containing a heart shape.

10 Tips for Approaching Courageous Conversations

1. Approach the conversation with positive intent.
2. Assume positive intent from the other person.
3. Be respectful, sincere and honest.
4. Be open and willing to learn.
5. Be willing to be vulnerable and/or uncomfortable.
6. Take a posture of openness, not defense, in your body language and tone of voice.
7. Avoid responding in ways that dismiss or trivialize the other person's experience or feelings.
8. Avoid expressing generalizations or stereotypes.
9. Remember that you are responsible for the things you say. Be sure that you stay within your company's policies and values.
10. If you begin to get frustrated, defensive, or the conversation gets heated – it's time to politely walk away.

Where are YOU in inclusion?

Questions?

Thank You