

JEDI Organizational Change Series for Leaders

All program content is immediately available to your team upon registration, but we suggest reviewing no more than 2 workshops per month. Use the following calendar as a guide to help you schedule 2 hour team meetings for each workshop.

MONTH 1

WORKSHOP	LEARNING OBJECTIVES
Workshop 1 Establishing a Foundation for a JEDI Framework	<ol style="list-style-type: none"> 1. Discuss the diverse identities of each team member and the value of empathy while decentering privileged identities 2. Define key terms and concepts related to justice, equity, diversity, and inclusion (JEDI) 3. Establish an overarching goal for your team's implementation of JEDI principles in the workplace
Workshop 2 Empowering Leaders as Change Agents	<ol style="list-style-type: none"> 1. Analyze how power, privilege, and oppression impact the workplace and the delivery of equitable care 2. Identify commitment and resources needed to create organizational change 3. Develop or strengthen interdisciplinary team to advance and sustain JEDI initiatives

MONTH 2

WORKSHOP	LEARNING OBJECTIVES
Workshop 3 Conducting an Inclusive and Equitable Hiring Process	<ol style="list-style-type: none"> 1. Construct a timeline to achieve preliminary workforce diversity goals based on current employee and patient data 2. Establish job posting template with language that attracts a diverse candidate pool 3. Develop strategies to attract a diverse workforce throughout the application and interview process 4. Outline steps to reduce bias from the evaluation and selection process
Workshop 4 Implementing Strategies to Engage and Retain your Employees	<ol style="list-style-type: none"> 1. Evaluate current employee onboarding process to determine opportunities for improvement 2. Establish a process to launch and manage employee development opportunities to enhance organizational culture and engagement 3. Implement strategies to celebrate and value diversity within the workplace 4. Outline a plan to create JEDI training opportunities for employees

MONTH 3

WORKSHOP	LEARNING OBJECTIVES
Workshop 5 Embedding Accountability into JEDI Policies and Practices	<ol style="list-style-type: none"> 1. Develop a process for: <ol style="list-style-type: none"> a. Conducting culture and climate surveys from employees and patients b. Conducting exit interviews c. Reporting and reviewing verbal, written, or physical workplace incidents 2. Analyze metrics from employee and patient feedback on workplace and clinic equity, inclusivity, and climate 3. Identify strategies to improve related metrics
Workshop 6 Delivering Culturally Responsive Care to Patients	<ol style="list-style-type: none"> 1. Identify policies and practices that promote a patient-centered, culturally responsive clinic environment 2. Develop customized action steps to strengthen current and implement new policies and practices that support inclusive, affirming, and respectful care for all patients/clients

MONTH 4

WORKSHOP	LEARNING OBJECTIVES
Workshop 7 Putting it All Together: From Implementation to Sustainability	<ol style="list-style-type: none"> 1. Synthesize action steps from all workshops so that the work plan can effectively drive implementation 2. Identify strategies needed to sustain organizational change 3. Outline a plan that actualizes your team's long term commitment to embedding justice, equity, diversity, and inclusion across your organization
Catch up on Workshops as needed	