


DIVERSITY & INCLUSION

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Riverside County Diversity Statement

Our diverse mix of peoples, religions, and cultures will provide Riverside County with a wealth of different perspectives, life experiences, and

knowledge, forming a basis for tolerance and compassion, while enhancing the interesting and exciting community in which we live.



More Reasons to Promote Diversity...

- Promoting dignity and respect boosts morale
- Commitment to bias-free workplace (C-25)



Diversity is...

“Otherness”, or those human qualities that are different from our own group and outside the groups to which we belong, yet are present in other individuals and groups.

-University of Maryland



Anything that makes people different and unique. Seen and unseen and can change over a lifetime.

Culture

- Totality of values, beliefs, and behaviors common to a large group of people.
- One of many influences on human behavior.
 - Influences what people perceive and guides interaction.
 - How we make generalizations and draw conclusions.

Demographics

Population Projections for the County of Riverside

- Year 2000 – 1,559,039
- Year 2010 – 2,239,053
- Year 2020 – 2,904,848
- Year 2030 – 3,507,498
- Year 2040 – 4,103,182
- Year 2050 – 4,730,922



Stereotype

An oversimplified generalization about a person or group of people without regard for individual differences.



Stereotypes

- Tell us what to expect from another person based on what we learn from family, friends, and our environment.
- They help us predict or interpret behavior.



Negative stereotypes are triggered by uncertainty and stress.



Socio-Economic Status

- Social Class related to income, education, or occupation – can change at any time.
- Patients in county hospital may share traits.
- RCRMC and other County hospitals provide services to:
 - Medi-Cal
 - Medi-Care
 - Those who don't have insurance



Sensitivity

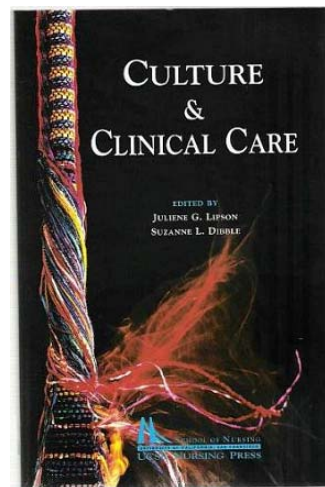
- Look at how everyone's individuality positively adds to our environment.
- When you are sensitive to your environment, you can realize how your interactions may offend others.

How to Promote Respect

- We don't need to agree or give up our own values to give culturally appropriate care.
- Good clinical skills
- Interpersonal sensitivity
- Treat patients and family members as individuals.

Cultural & Clinical Care

- This pocket guide should be available as a reference on all units.
- It focuses on providing culturally appropriate health care.





Cultural & Clinical Care

- Here is Information about:
 - spiritual/religious orientation,
 - cultural identity,
 - communication,
 - daily activities,
 - sexual issues,
 - family relationships,
 - illness, health, and death.



What to Avoid

- Qualifiers that reinforce racial or ethnic stereotypes.
- Race or ethnic identifiers that aren't necessary.
- Possible negative implications of color symbolic words.

Avoid Using This ...

- Patronizing

Jokes

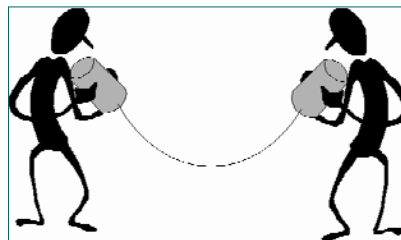


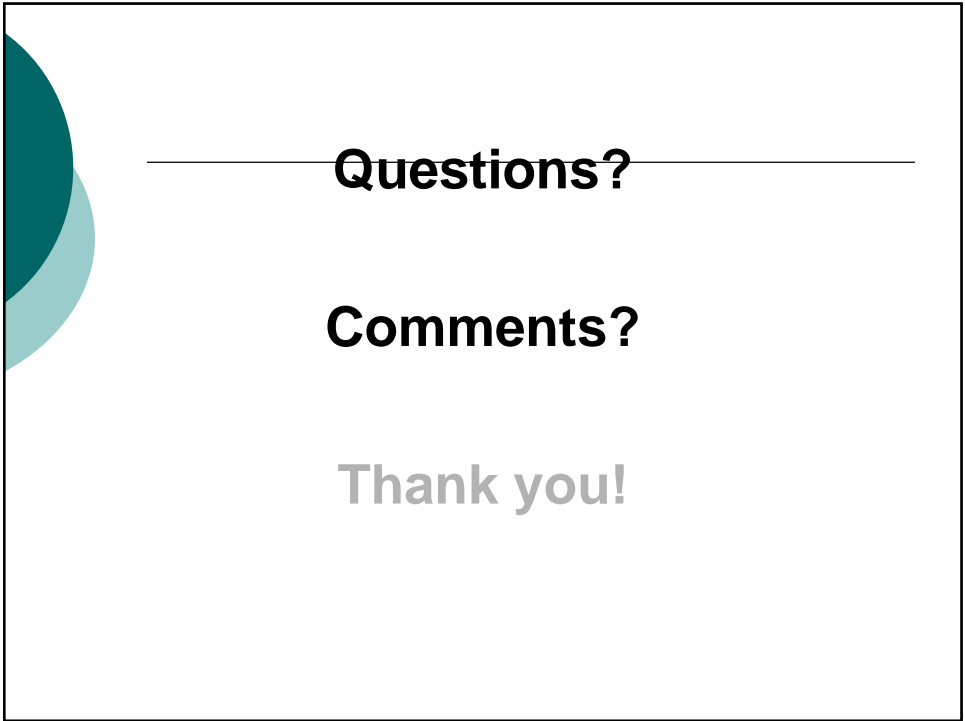
Rudeness

Humor may be the sincerest form of Hostility

When in doubt...ASK

- Awareness
- Sensitivity
- Knowledge





Questions?

Comments?

Thank you!