

WEBVTT

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Hi, thank you for being here. I'm Christine Barry. Have you ever wondered? How all this diversity, equity, and inclusion stuff affects your daily practice.

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How it shows up in real life? Well, according to the Global Diversity, Equity and Inclusion Benchmarks, These are standards and metrics for organizations around the world.

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The ultimate goals. Of a diversity, equity, inclusion, and belonging practices can be summed up in 3 Key points.

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One. Creating a better, equitable world for everyone. 2, advancing an inclusive culture. 3, improving organizational effectiveness.

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Now I invite you to stay with me a little bit longer as I provide a context around the last one, improving organizational effectiveness.

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To the dental industry, which is where I do the majority of my work in oral health care.

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When working as a practice consultant. We 1st focus on practice systems. Oh, and leader and team communications.

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These are foundational. And this is called system thinking. Think of pieces of a jigsaw puzzle.

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You may have one on your family room table right now. Each piece is part of the whole picture. So each system in your practice, each process, standard operating procedure, checklist.

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And even sticking note are part of a complete office picture. The complete organizational culture. So this system's approach or operational approach applies to whether you have one location or multiple locations.

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So why is this drop? Because creating a data informed. Diversity, equity, and inclusion strategy. With quarterly goals, weekly touch points, involves bringing diversity, equity, inclusion, and belonging.

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That lens to all your current operations, departments, policies, procedures, management teams, internal and external communications.

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How you develop your leaders? Train your clinicians onboard your providers. Your office managers, your VPs.

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You're C-suite and even your board members. Your complete talent acquisition cycle from recruitment to retention and progression within the organization.

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It touches everything. And everyone. Yeah. If you're still watching, you're probably getting curious.

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And maybe you have already started thinking or already connected some of the turn on investment dots or business c.

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For leveraging all of this to improve team performance. Increased productivity, and profitability. Up level recruitment and retention efforts, increased case acceptance.

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New patients smooth out or enhance your margin your mergers and acquisitions or some people call them integrations.

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Learn more about different markets that are out there. And so much more. Or maybe you want to learn about how can you hire your 1st or another diversity, equity, and inclusion leader.

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Maybe a fractional. DEIB leader or part-time person or maybe you want to partner with an outside trainer or consultant to help guide your steps.

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Or perhaps you are now in their position to brainstorm with a thought partner. To already identified critical gaps.

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And based on your own analytics, you're ready to move forward with a DEIB project or a pilot program.

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Perhaps you want to develop smart. Goals. Track progress. Or increase participation and accountability.

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In initiatives that you've already started, yeah, it kind of stalled a little bit. Whatever your needs, you are likely ready to be intentional about your efforts.

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Not just click a box. My role is to create a safe inclusive learning focus space. So together, we can develop a customized framework.

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Roadmap, project. Training, onboarding. Toolkit, whatever the specific deliverable.

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It will be tailored to your organization, your team, your practice, your needs. I'll support you in assessing.

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Developing, communicating, implementing, or reviewing your current diversity. Equity, inclusion, and belonging strategies and developments and initiatives.

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So remember, being here does not imply your organization is broken. Or it is not already inclusive or diverse or you have a culture of belonging.

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Care freezing an old friend. Ben Franklin. Change is the only constant in business. One's ability to adapt to those changes will determine your success in business.

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We evolve. We grow. We learn. We do better.

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If not, you'll find your margins diminishing. Those current openings, they'll stay open.

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Your current level of Yes. Hmm, probably won't be sustainable. Diversity, equity, and inclusion and belonging practices.

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Our complex. This work is challenging and at times can make us feel uncomfortable. These feelings are normal, especially if you or your organization are new to this work.

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It's not about shaming or blaming or lecturing. It's all about grace and space.

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This work requires self-awareness. And the willingness to go on an informative, candid personal and professional journey.

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So let's get started. Click the link below to schedule a strategy session with me to discuss your unique challenges.

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Identify where you're at on the continuum of diversity, equity, inclusion, and belonging.

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Oh, perhaps you just want to get to know each other. I'm up for that as well.

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Or feel free to email me, text me, my contact information is all over this site. I want to thank you for staying with me.

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Thank you for your willingness to bravely explore these concepts and be bold. Which is necessary for learning and grow.