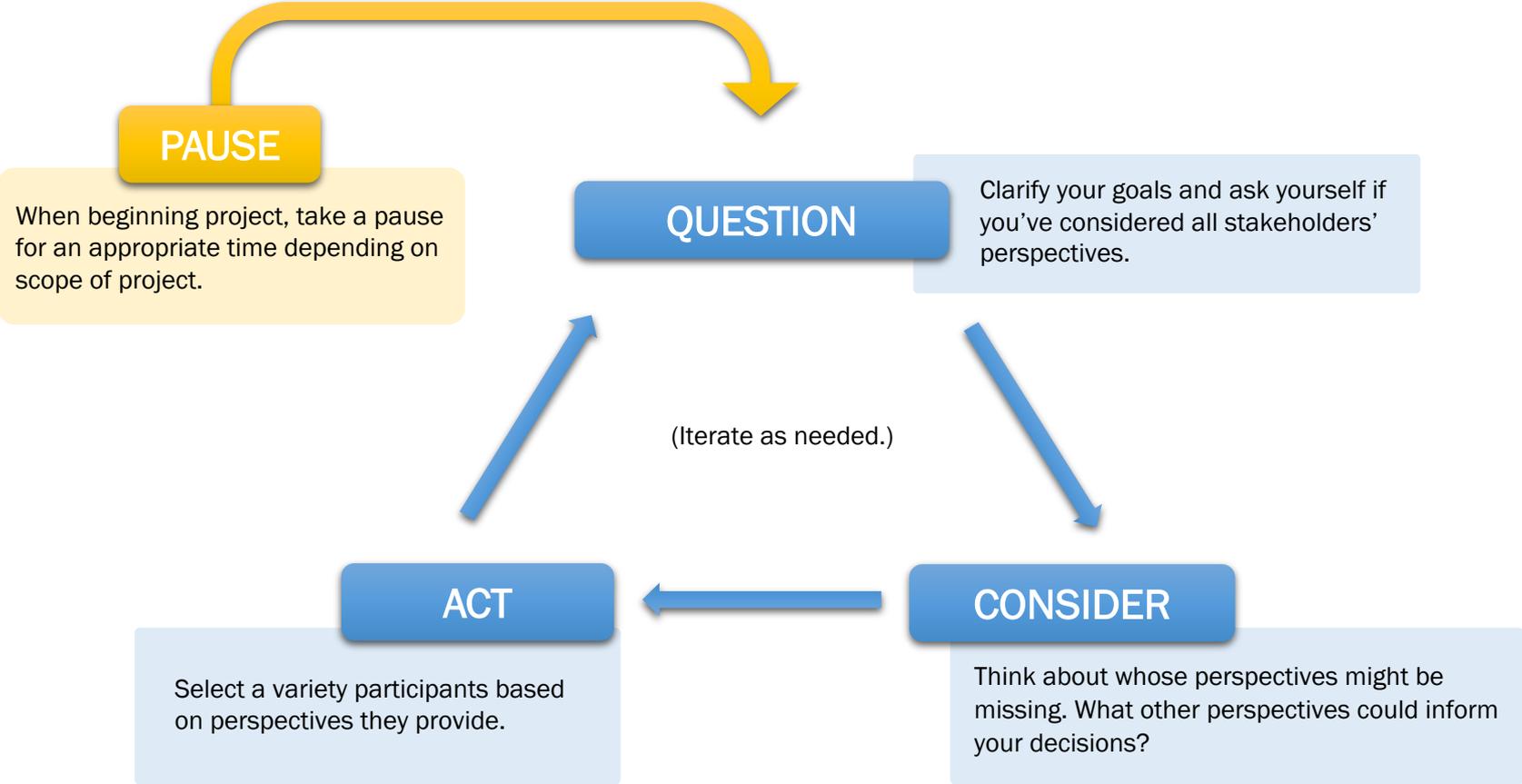


Make Diversity & Inclusion Intentional: Planning Tool, The PQCA Cycle



Make Diversity & Inclusion Intentional: The PQCA Cycle in Detail

PAUSE

The length of your pause will vary based on the scope of your project.

For smaller projects, your pause may only be an hour.

For larger projects with broader scope, take a longer pause (up to 24 hours) and repeat the PQCA cycle as needed.

CONSIDER

VUMC defines diversity as differences in perspective and information processing styles that are influenced by a variety of factors, including diversity of:

- Race, ethnicity
- Sexual orientation, gender identity
- Geographical location
- Educational background
- Age
- Physical ability/disability status
- VUMC role (patient, family, faculty, staff)
- Profession or position within power structure

Which perspectives should be included for your project?

QUESTION

What

Goal or outcome is desired?

Problem is being solved?

Perspectives will help solve problems?

Who

Are the key stakeholders?

Will provide diverse perspectives?

How

Do we form of teams and committees?

Do we communicate decisions?

Do we design workflows and services?

ACT

You may want to draft a diversity matrix to ensure you have included all needed perspectives. (Multiple perspectives can be represented by a single person.)

	Diversity Perspectives				
Inputs	Age	Gender	Position	Race	...
1					
2					
3					
4					
5					
6					
...					

Make Diversity & Inclusion Intentional: Evaluate Impact of Intentionality on Project

Determine the impact that including diverse perspectives had on the success of your project.*

Consider the following:

1. Did you use the diversity & inclusion tool to help plan your work?
2. Whose perspectives did you include that you may not have originally included without the tool?
3. How did those perspectives affect your decisions?
4. Do you think your project was positively affected by your pause to make diversity & inclusion intentional?
5. Additional comments/feedback:

*Initial pilot group will complete similar survey in RedCap. Future survey delivery method will be determined after pilot completion.