



ABCs of Equity, Diversity, and Inclusion (EDI) for Clinical Caregivers



ASK

Ask your patient how they identify.



BE

Be an ally.



CHECK

Check your biases.



DOCUMENT

Document appropriately.



EQUITABLE

Equitable care engagement.

The first point of contact between a care provider and a pediatric patient is extremely important as it is an opportunity for the provider to gain the child's trust, to see the community in which the child lives, and to see the holistic picture of the child's health and well-being. The ABCs of EDI for Providers are essential to evaluating, treating, and administering care to patients in an equitable way. These key points can help to create a common language among all providers, optimizing the health care experience for children and breaking down barriers in receiving access to care.

The ABCs of EDI:

A—Ask your patient how they identify

- Resist the urge to assume.
- It is not offensive to ask.
- Introduce yourself using your identifiers.
- Remember that we're all learning.

B—Be an Ally

- Allies use their privileges or social standing to advocate for others who may not have the same access or privilege.
- Allyship requires action.
- It can be hard and uncomfortable to show up for others. Keep doing it anyway.

C—Check your Biases

- Biases can be explicit or unconscious.
- Try to acknowledge your own biases when making decisions.
- Self-accountability and checking-in with colleagues and friends are two ways to help identify your own biases.

D—Document Appropriately

- Capturing accurate demographics and providing detailed documentation is key to providing high-quality, equitable care.
- Reflect on documentation to help understand what's going right and what has room for improvement.
- If you are unable to ask a person how they identify, default to using person-first language (e.g. a person with sickle-cell disease).

E—Equitable Care Engagement

- Work on listening deeply to patients, muting any bias you may be encountering.
- Check out equity, diversity, and inclusion (EDI) resources at the QR code below to keep informed of EDI concepts and research.
- Be accountable for your own words and actions. Learning is an active process.



Access additional resources online.