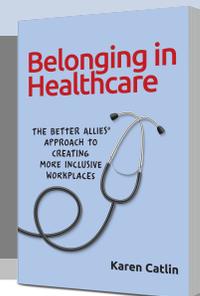


# BOOK CLUB GUIDE FOR BELONGING IN HEALTHCARE

The benefits of book clubs are almost too numerous to count. They deepen friendships, promote the exchange of opinions, and encourage critical thinking. Consider forming one to discuss *Belonging in Healthcare: The Better Allies® Approach to Creating More Inclusive Workplaces* to process what you've read and make concrete plans to begin implementing what you've learned.

Here are questions to consider. (Some require pre-work, so share them ahead of time.)



**Icebreaker:** Icebreaker: How would you complete this sentence? "Inclusion in healthcare is important to me because \_\_\_\_\_."

**Question 1:** How well do you know your own privilege? Using the list in Chapter 1, examine your privilege. As you review this list, keep a tally. Note any items that surprise you and make you wonder, Does anyone actually face this challenge? Discuss these items with the group.

**Question 2:** In Chapter 1, you'll find descriptions of roles that allies can play. Which one sounds most like you? Which one do you admire most? If you were to push yourself to take on another ally role in addition to the one you play naturally, what would it be?

**Question 3:** Chapter 3 dives into examples of everyday discrimination and suggestions for taking action as an ally. Discuss a recent experience in which you saw discriminatory or inappropriate behavior and didn't step in or speak up. What held you back? Do you feel more equipped to intervene now?

**Question 4:** Chapter 4 explores scenarios of when someone could have moved from being a bystander to an upstander. Put yourself in the shoes of one of those bystanders. Can you imagine using the guidelines offered in this chapter to become an upstander? If not, what's the heart of the issue? Be honest, and ask for help and input from your book club members.

**Question 5:** Think about your professional and personal networks. Are they "just like" you? Think about gaps and how a more diverse network could have a positive impact on your professional goals and the patients you care for. Consider asking other book club members to help you broaden your network through introductions.

**Question 6:** Chapter 6 focuses on why representation matters and how it might be lacking in many situations. What action can you

take in your workplace, training program, private practice, pharmacy, or professional association to improve the representation of people who are members of underrepresented groups?

**Question 7:** Think about your workplace culture. Do you regularly experience or witness idea hijacking, "manterruptions," show-boating, splaining, or golf course decision-making? What's one thing you can do in the coming week to shift the culture in a more inclusive direction?

**Question 8:** Chapter 8 is all about the necessary but undervalued work that tends to fall to women, especially women of color. What examples of "glue work" do you see in your workplace? If they aren't equitably assigned, what changes can you make or advocate for?

**Question 9:** "Fast feedback" and "just one thing" are two approaches that enable allies to offer constructive input on a regular basis. Do you feel comfortable with these formats? Could you and your fellow book club members commit to providing fast feedback at least three times in the coming month as a shared goal?

**Question 10:** Before the club meets, review the admissions or careers page on your organization's website. Using the best practices in Chapter 10, identify ways you are set up to attract a diverse candidate pool, and brainstorm ideas for improvement.

**Question 11:** Are you now (or have you been) a mentor to someone with a very different background, lifestyle, or identity than you? If not, how can you get connected to someone from an underrepresented group you're not part of?

**Final Lightning Round:** What action will you take to improve the sense of belonging in your healthcare setting? (Consider asking someone to be your "accountability buddy" to check in and help ensure that you make progress.)