



PHM22 Diversity, Equity and Inclusion Workshop REPORT

Nov. 2, 2022

Agenda

PHM Society Community and DEI Introduction- Kathy Elliott

Workshop by s Hope Young

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Office

Discussion and way forward



The PHM Community

What is it?

- Cooperation and collaboration
- Professional development
 - Training
 - Networking
 - *Mentoring Program – PHMentor (Starting in 2022!)*
- Diversity, Equity and Inclusion basis





DEI – Diversity, Equity and Inclusion

Why is this important to PHM Society?

- What have we done so far:
 - Board engagement, DEI Statement
 - PHM18 - Diversity Networking Event
 - PHM19 - Diversity Outreach Panel
 - PHM20 - DEI embedded in conference events
 - PHM21 - Chatroom at the Conference Hub
 - PHMentor planning
 - DEI Forum on PHM Society website

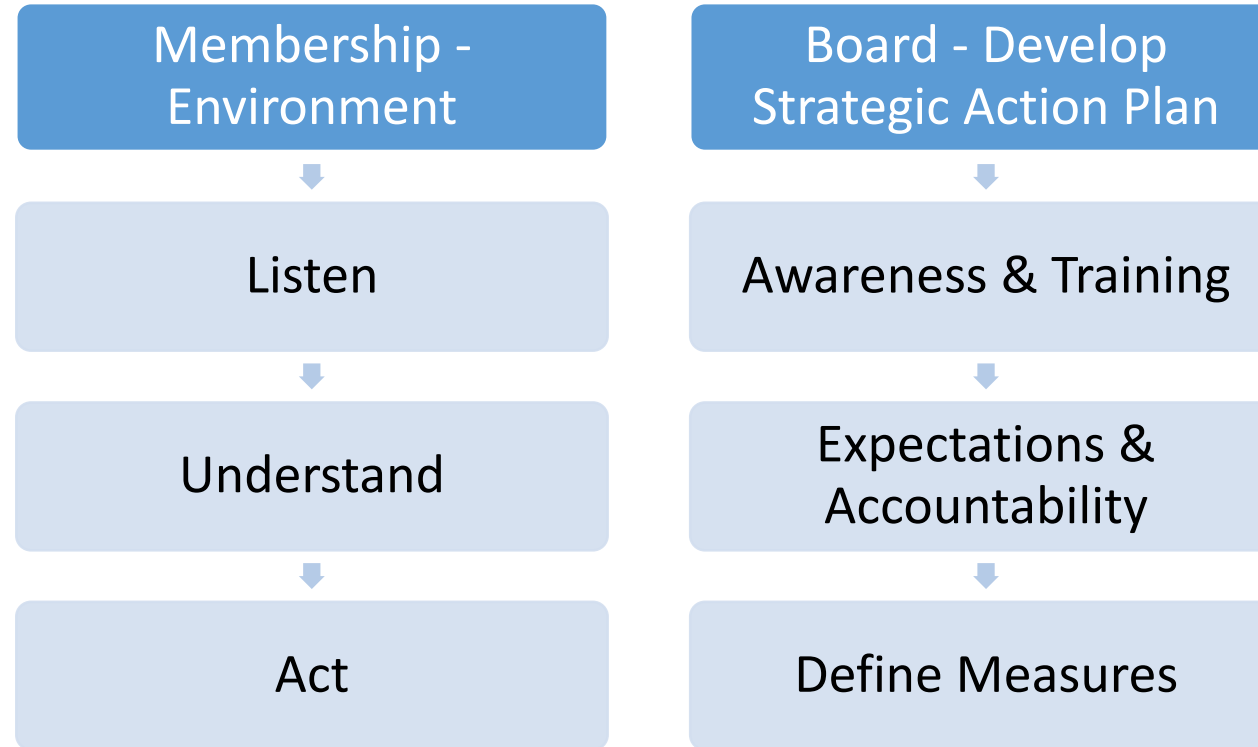
<https://phmsociety.org/phm-forums/diversity-equity-and-inclusion-dei/>

- **PHM22 – Culture & Society**



DEI – Diversity, Equity and Inclusion

Roadmap:



Share your ideas and/or volunteer at inclusion@phmsociety.org

PHMS 2022

Culture & Society within DEI

Nashville, TN

Today's Discussion

Who Am I?

What Identity Means For You

We are Social Creatures

Let's Chat



Who am I?

HOPE YOUNG



I don't know...

...why you shared your life story with us.

Who I Am =

IDENTITIES (SOCIAL + PERSONAL)

+

LIVED EXPERIENCES

Social Identity

An identity rooted in a group membership that is based in a societal structure - an identity that pertains to you at a group level

Personal Identity

An identity that only pertains to you on a personal level

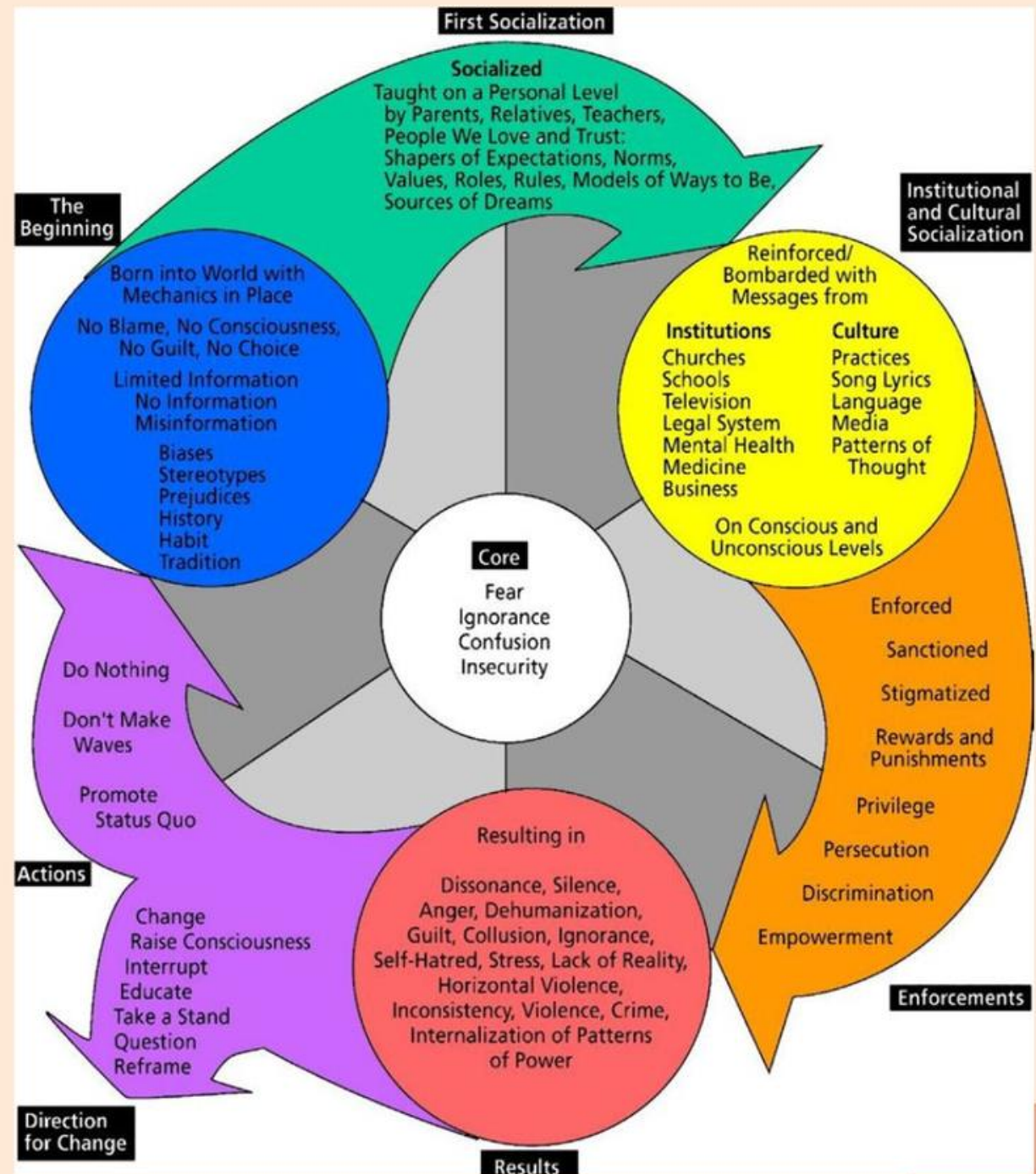




CONTEXT IS KEY

Especially when it comes to bias
and socialization

Cycle of Socialization



Let's Chat

ENGAGE WITH YOUR
ROUNDTABLES AND BE READY
TO SHARE OUT!

Here's a Few Tips

DEEPEN | FOSTER

your self-awareness | social awareness

REVEAL | LISTEN

those pitfalls | to understand

LEAN | ADD

into discomfort | your voice to the conversation

REMEMBER

intent and impact

ACCOUNTABILITY AND RESPONSIBILITY

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Any Questions?

CULTURE & SOCIETY WITHIN DEI

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Hope's workshop

Social identities: small group activity #1

1. What are the identities that you think about least often?
2. What are the identities that you would like to learn about more?
3. What identities have the strongest affect on how you perceive yourself?

Cycle of Socialization: small group activity #2

1. Discuss and pick a community of people, specifically an identity “group” that no one at your table holds.
2. Go through the cycle of socialization and discuss how you were each socialized regarding that group?
3. Have someone at your table take notes on the types of messaging people received about that “group”
4. Be ready to share out with the large group.

Workshop and Discussion Notes



- Examining this diverse set of social identities particularly in a group makes you realize that we are all evolving and often not fully self aware or give others the freedom to be
- In dealing with others intent and impact is sometimes not enough front of mind: “didn’t mean it” doesn’t undo impact. Are we too ego-centric in our short and longer term actions?
- Examining the cycle of socialization in a small group made it clear that we all represent a large number of groups but that we can easily exclude some
- Harming socialization can happen reactively or so subtly as to be “invisible” but based on core issues of ignorance, confusion, insecurity and fear
- What situations have we done nothing, not made waves or promoted the status quo?
- What reinforcements from cultures and institutions are unconsciously affecting us?
- How can PHMS identify, challenge and interrupt propagating socialization messages that we receive?

Directions for change in our complex socialization journeys and environments can include: raise consciousness, interrupt, educate, take a stand, question, reframe and ?



Way Forward- The PHM Community

Get involved:

What do you need, what are your success stories, what can we do to help, what can you do to help??

- Professional development
 - Training
 - Networking
 - *Mentoring Program – PHMentor (Starting in 2022!)*



Share your ideas and/or volunteer at inclusion@phmsociety.org