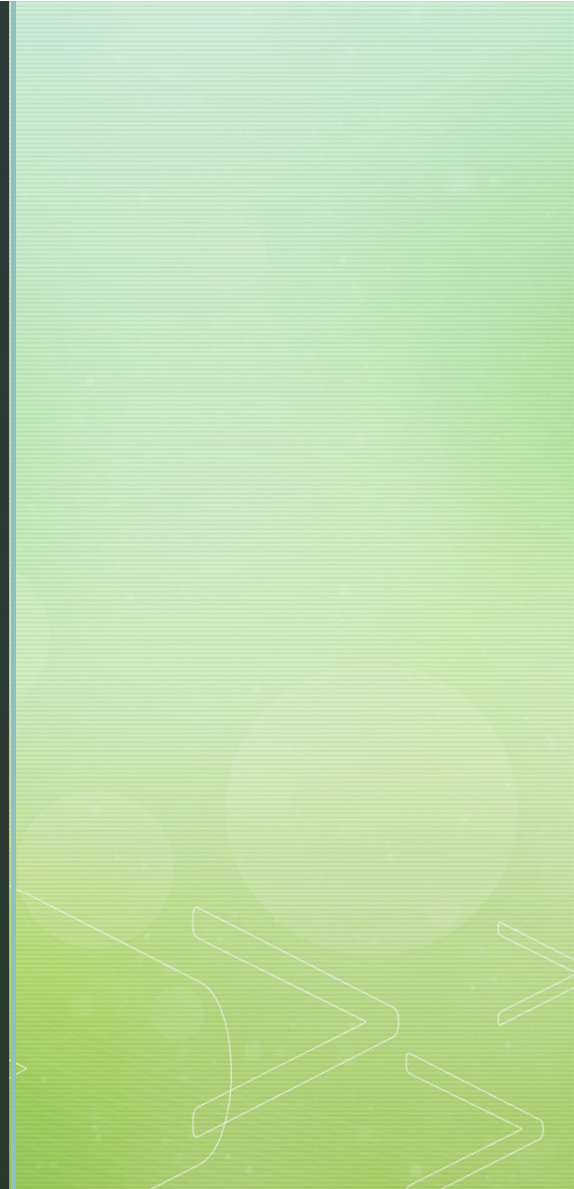


How can HR and
Benefits make an impact
on Diversity, Equity,
Inclusion, & Belonging?



Brooke Kolodzieczyk (she/her) & Joseph Burkhead (he/him)

Western Michigan University Homer Stryker M.D. School of
Medicine (WMed)





What do you
hope to discuss
today?

Traditional approaches that have been effective

- Policy and Procedure review
- Support Systems and Resources (Peer groups)
- Training and Development
- Recruitment and Hiring Practices



Out of the Box Thinking and Low Hanging Fruit

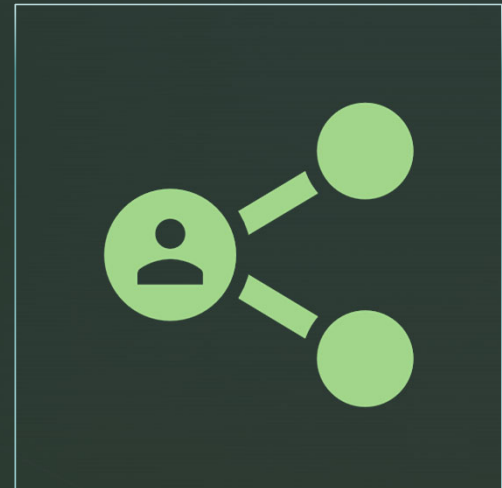
Thinking outside the box is a metaphor that means to think differently, unconventionally, or from a new perspective. The phrase also often refers to novel or creative thinking. - Wikipedia

Low Hanging Fruit: the obvious or easy things that can be most readily done or dealt with in achieving success or making progress toward an objective. - Webster



It starts with a question?

- Group Activity if you had the power to change 1-2 small things (low hanging fruit what would they be)



What was our question?

- First signature with pronouns at WMed
- Why don't we have the option for more than two genders in the system?



The question we asked first and where it lead us

- Gender choices limited. First conversation was with medical insurance regarding multiple options for gender choices. The answer was No.
- EDI feeds
 - Changed vendor to allow a double feed
 - Needed customization to translate data in our system but feed to the vendor in the format they needed
 - Ex. Sex assigned at birth sends to Medical Insurance as Gender

The question we asked first and where it lead us

- Data and Reporting
 - Cross departmental partnership
 - Who/What/Where/When
 - What are the non-negotiable report requirements
- Surveys
 - Needed to survey multiple populations across multiple systems
 - Create methodology for employees to update values on their own



EDI Feeds

- Partnered with Outfront Kalamazoo to identify pronouns to have as options
- Employee buy in
 - And communication
- Orientation changes
- Impacted medical benefits
 - Sex assigned at birth and gender affirming health care for employees



Preferred Holiday

- Total of 8 hours. Can be used in 4-hour increments
- Used a 30-day minimum approval window to take into consideration for our clinic and teaching faculty.

Working with Adult Learners

- What if this is a part of everyday culture instead of the need for each employee to ask for an accommodation based on learning style*.

Other Initiatives

Remote work/Hybrid options

Flexible work solutions

How to integrate these solutions into LOA's and flexibility for new hires, salary vs hourly etc.

Accommodations both medical and religious

Other Initiatives

Dress for your Day

Volunteer Hours

Badge Project

Family care benefit- paid for by WMed

EAP changes

Group Activity

- What 1-2 action items would you act on first on your low hanging fruit that you discussed in your group?

Questions?

Contact information:

- Joseph Burkhead

IT Data Analyst, WMed Information Technology

joseph.burkhead@wmed.edu [linkedin.com/in/jburkhead](https://www.linkedin.com/in/jburkhead)

- Brooke Kolodzieczyk, MBA, PHR, SHRM-CP

Human Resources, Manager, Benefits

Western Michigan University Homer Stryker M.D. School of Medicine

brooke.kolodzieczyk@wmed.edu [linkedin.com/in/brooke-pooley-kolodzieczyk](https://www.linkedin.com/in/brooke-pooley-kolodzieczyk)