

feature

Update on the DEI Task Force Strategy

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Members of the DEI Task Force meet with APIC CEO Devin Jopp in Indianapolis at the APIC 2022 Annual Conference.

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In the spring issue of *Prevention Strategist*, we introduced APIC's DEI Task Force along with our mission. Since then, we have partnered with Perspectives, a Chicago-based consulting firm, to serve as our DEI consultant and guide this important work.

The DEI initiative has been broken down into four goals.

Components of APIC's DEI Initiative

Goal 1: Identify our core DEI values

- These values are the foundation of this work and are crucial in guiding the remaining goals. APIC has not had an organization-wide definition of DEI and recognized the need for this to resonate with members, volunteers, staff, and the board.

Goal 2: Apply DEI values to Staff Engagement and align DEI values with Organizational Development

- This goal is focused on the APIC staff and integrates DEI values into employee engagement, as well as systemic changes, such as human resources practices.

Goal 3: Apply DEI values to Member Engagement

- This goal is owned by the DEI Task Force and is focused on equitable succession planning and policies and procedures in APIC's volunteer structure.

Goal 4: Workforce Development with Members

- This is a long-term goal looking at incorporating DEI into future efforts in recruiting IPs to the field.

Progress on Goal 1

In March, we identified five key stakeholder groups to gather inputs to start identifying our DEI values. These groups were members-at-large, volunteers/chapter leaders, DEI Task Force, APIC staff and the Board of Directors. Each group attended two collaborative sessions lead by Perspectives.

During the first session, we broke down the words diversity, equity, and inclusion. We completed a series of exercises to show how they impact us as an infection preventionist, APIC member, APIC volunteer and more broadly as an individual person. These conversations became the basis for the next discussion.

In the second session, stakeholders explored DEI at APIC. We brainstormed those values and behaviors that can best demonstrate DEI. For example, one exercise asked participants to imagine "where do we want to be" as it relates to diversity, equity, and inclusion.

Figure. Answers to the question: "Where do we want to be" as it relates to Diversity





Members of the APIC DEI Task Force meet in Indianapolis at the APIC 2022 Annual Conference.

Words, phrases, and sentences were collected from each of the stakeholder groups.


During April-June, we completed a total of 13 sessions and dedicated over 500 hours to collecting and discussing DEI. We collected excellent feedback and insight from all groups. And, there were positive comments from attendees about the sessions.

- *Thank you. I am very excited to be on this journey.*
- *This was awesome! Very reflective.*
- *Just being here with you all is D.E.I. in full bloom!*

At APIC's Annual Conference in June in Indianapolis, we were able to have our first in-person meeting of the DEI Task Force and took the opportunity to welcome any APIC members that joined one of the virtual DEI sessions. We reviewed the progress made towards accomplishing this first goal of identifying our core values

and debriefed about the virtual sessions. It was also an opportunity to share what local chapters were doing for DEI. (See *APIC Chapters at Work* on pages 33-35.)

Next Steps

A team, with representatives from the various stakeholders, is now synthesizing feedback collected during the 13 sessions. Look for more information later this year on the outcome of goal 1 and the launching of APIC's new DEI values. We look forward to incorporating the new values into everything we do and fostering an environment where all can feel that sense of belonging. 

Special thanks to the DEI Task Force co-chairs Karoline Sperling and Bria Graham-Glover and APIC's Senior Director of Membership Sara Miller.

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