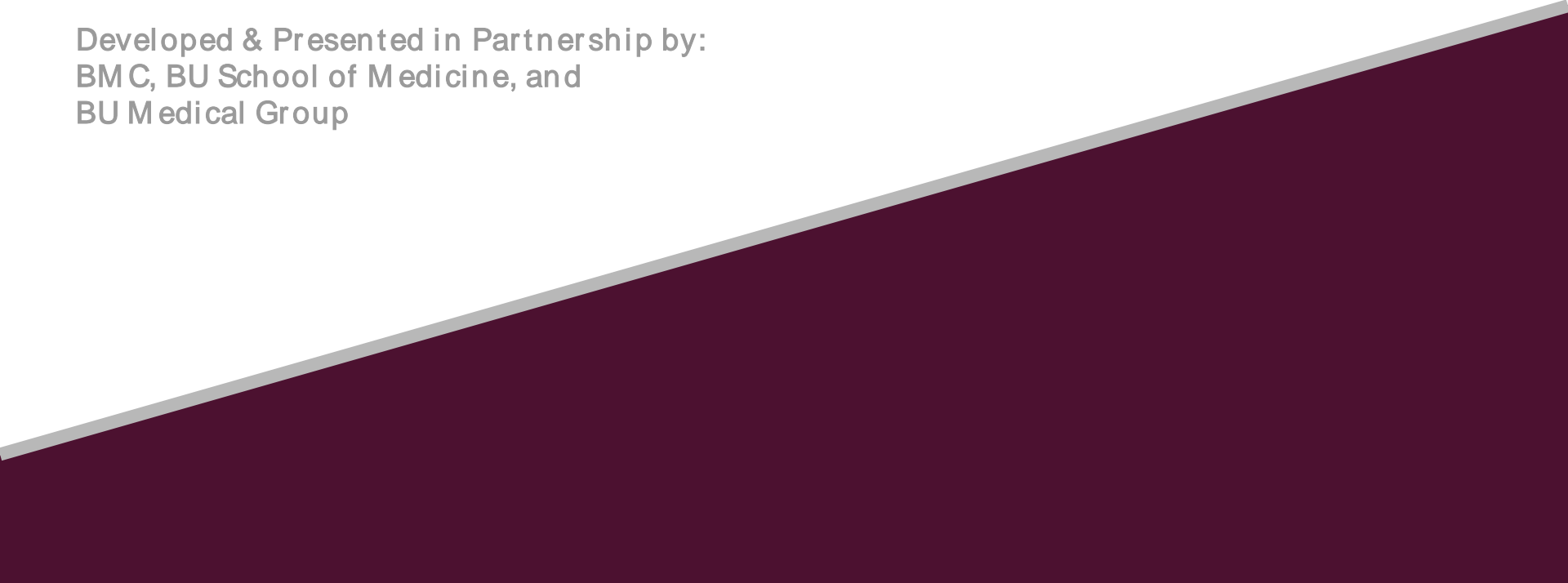


***With shared
language we can
form a collective
understanding,
recognize our
unique stories,
and honor our
common humanity.***



Glossary for Culture Transformation

Developed & Presented in Partnership by:
BMC, BU School of Medicine, and
BU Medical Group



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CULTURE CODE

Living "Many Faces Create Our Greatness"

See The Other Person (S.T.O.P.)

Set aside assumptions and snap judgments. Every encounter is an opportunity to learn from each other, uplift, and connect.



Find your superpower and appreciate the superpowers of others

Our differences add value! Identify your unique strengths and join forces with those around you to raise the bar and deliver excellence.



Missteps happen, so can growth

Being your best self at work requires courageous self-awareness. Listening, sharing, and speaking up help us learn from mistakes and do better going forward.



Make it a 5-star hello

Active and genuine engagement begins with how we acknowledge each other. Even greetings in passing can change the course of the day.



We Stand Together

How we show up for each other matters. Your choices in interactions, as a participant or as a bystander, can leave a lasting impression that reflects on you, personally, and on BMCHS as a whole.



Language is Foundational for Culture Change

1 Shared Language



2 Multi-Level Leadership Champions

3



Research & Policy Change
Disaggregated Data Analysis
Institutional Policy & Structural Change

4



5 Ongoing Improvement & Maintenance

Dialogue & Training
Ongoing Engagement & Reflection

Preview

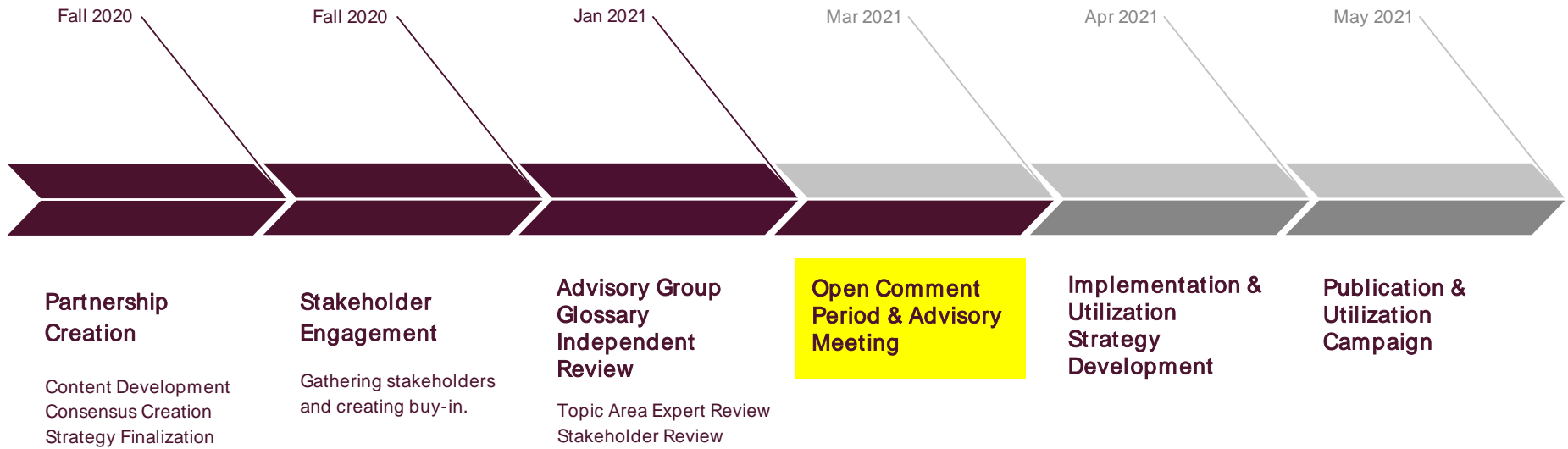
Shared Language	Source + Rationale	Peer Institutes that include term ¹
<p>1. Ally (v.) Actively making the commitment and effort to recognize one's privilege (based on race, gender, class, sexuality, ability, etc.) and working in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.</p>	<p>Adapted from Open Source Leadership Strategies "The Dynamic System of Power, Privilege, and Oppressions" and Southern Jamaica Plain Health Center</p> <p><i>Open Source Leadership Strategies, Inc. is an often-cited organization that "addresses the leadership and organizational development needs of nonprofits and other social change agents who want to be the change they seek in the world."</i></p> <p>Adapted language used by the Southern Jamaica Plain Health Center, a leader in racial justice and health equity and affiliated with peer institute Brigham and Women's hospital.</p>	<p>Harvard UMass Med Washington U Stanford</p>
<p>2. Anti-Racism (n.) The active and conscious effort to work against the multi-dimensional aspects of racism; undoing racism requires consistently identifying it, describing it and then dismantling it. Note: 'anti-racist' does not mean 'non-racist.' According to The National Museum of African American History and Culture, "No one is born racist or antiracist; these result from the choices we make. Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, White-dominant culture, and unequal institutions and society. Being racist or antiracist is not about who you are; it is about what you do."</p>	<p>Adapted from Dr. Ibram X. Kendi and Dr. Robert J. Patterson</p> <p><i>Dr. Kendi is a leading voice on antiracism and joined BU to create the Center for Antiracism Research in July. In August 2020, he led a training for the medical campus, responding to questions generated from faculty and staff for how to apply antiracism to medicine.</i></p> <p><i>Dr. Robert J. Patterson is a professor of African American studies at Georgetown with multiple publications on African American history and has worked with various sectors to increase diversity, inclusion, and equity.</i></p>	<p>Stanford</p>
<p>3. Belonging (n.) How connected one feels to one's community/communities. Operationalized when individuals are considered part of the constitutional foundation of an organization or institution. Belonging is achieved when individuals have the ability to critique and hold an institution responsible for advancing equity, diversity, and inclusion.</p>	<p>Adapted from NYU and BUMC Faculty Development + Diversity</p>	<p>NYU Stanford</p>

Informed by Peer Academic Medical Institutes

Provides sources and some context on why these sources were chosen



How would YOU use this tool?



Next Steps: Your Input + Your Leadership