

EDI Survey Key Messages

If you are interested in learning more about the Equity, Diversity, and Inclusion (EDI) Survey, please visit our [website](#).

The Office of Healthcare Equity is conducting an Equity, Diversity, and Inclusion (EDI) Survey to better understand the progress and roadblocks our organization has encountered toward becoming a more anti-racist organization. Common questions about the survey are answered below.

Why am I being encouraged to complete the Equity, Diversity, and Inclusion Survey?

- We need to hear from everyone
- We recognize that individuals from underrepresented and marginalized backgrounds may have barriers to completing this survey
- The results of this survey will be used to guide the work of the OHCE and the work of individual teams, including administrative, clinical, and academic units across UW Medicine as we strive to become a more anti-racist organization.
- Your participation is necessary for progress on EDI
- We often fail to hear from traditionally marginalized individuals whose voices are critical as an organization strives to become more anti-racist
- Equity is a key part of our work at UW Medicine
- In order to improve, we need to better understand our current environment.

Who is invited to take this survey? Is it required?

All UW Medicine employees, including faculty, staff, and trainees, will be invited to complete the survey. No one will be required to complete the survey, and you can skip any question within the survey if you choose not to answer.

When will this survey be available?

The survey will be administered online from January 17th to February 28th, 2023.

Survey Length and Time

The survey will take, on average, no more than 15 minutes to complete. You will be able to start and stop the survey if you do not have time to finish in one session. You can choose to skip any questions you do not wish to answer.

What is included in the EDI Survey?

The survey is meant to identify baseline measures of the Equity, Diversity, and Inclusion across UW Medicine and provide actionable data to help prioritize areas for work at the entity and departmental levels. The survey will focus on how various personal identities, (such as race, ethnicity, sex, gender, disability, etc.), shape employee experience while at UW Medicine. It includes questions about experiences of inequity, inclusion, belonging.

Why was this survey created? And why now?

UW Medicine is committed to improving the well-being and professional fulfillment of our healthcare professionals. This new survey is the first step in a robust improvement cycle involving all UW Medicine employees located at all entities across the system. Your responses will help us take data-driven actions to improve our environment and help guide system-level improvements.

How will the survey be administered?

The survey will be administered using RedCap, an online survey administration, database and reporting tool by a third-party administrator. The RedCap survey tool is a cloud-based tool for creating and administering online surveys. Data from completed surveys will be stored using the resources of Microsoft's Access database on a password-protected, encrypted computer system that has limited access and is in a locked office in a controlled facility. Your personally identifiable data associated with the EDI survey will be accessible only to limited ITHS personnel appointed to manage the data during the survey administration period only. After this period ends, all links between the individuals completing the survey and individuals' identifying information will be destroyed by our 3rd party honest broker.

Are my responses confidential?

Yes, identifiable personal data will not be shared with UW Medicine for any reason. Data released for any approved purpose will always be de-identified by removing any personal identifying information including combinations of demographic, department, or academic rank and aggregated to groups no smaller than ten.

How will we protect confidentiality of the data?

We take your privacy concerns seriously and want you to feel comfortable responding honestly. To create separation between the Office for Healthcare Equity and the raw survey response data, the survey will be administered by the Institute for Translational Health Sciences

under a third-party honest broker agreement. The honest broker agreement specified that the ITHS will maintain the confidentiality of participant identifiers and will not release the information to the Office for Healthcare Equity under any circumstances.

In addition, individual-level data will not be shared with anyone. All reports and data on the dashboard will be managed to protect survey participant's privacy. Specifically, results will only be presented in summary (aggregate) form so that no individual can be identified by an individual's personal characteristics - we only share results for groups with 10 or more respondents. For groups with 10 or fewer respondents, the responses are suppressed. At no point will Individual-level survey responses be made available.

How to take the Survey

An email invitation from Drs. Tim Dellit and Paula Houston using the email address OHCE@uw.edu will be sent to all eligible individuals on January 17, 2023, with a personal link to the online survey. Everyone in the organization will be provided a unique link for the survey via their UW email. Periodic email reminders, containing the same personal email link, will be sent to those who have not responded until February 28th, 2023, when the survey closes. The survey can be completed in one session or in multiple sessions using the same link.

I have a disability that makes it difficult to access the information on this site. Will the survey results be accessible in a different format?

UW Medicine is committed to providing an online environment that is accessible to everyone, including individuals with disabilities. If you cannot access this content or use any features on this site, please email callieh@uw.edu to obtain an alternate format.

Can someone help me complete this survey?

Yes.

Can I take the survey on my smartphone or mobile device?

Yes.

Whom should I contact with questions and concerns?

Please reach out to our Project Manager, Callie Hunter (callieh@uw.edu) with questions. Callie is your first point of contact. You may also reach out to any member of the taskforce.