

Diversity our health depends on it

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Visioning

- What would a health system that capitalised on its diversity look like?

The system would:

- Recognise skills efficiently and support people financially.
- Use the existing expertise and incorporate it into the workforce.
- Prepare people for work and continue to develop them.
- Ensure the population demographics reflected the health workforce.
- Pass on success stories to the media.
- Reward and acknowledge culturally competence.

The system would:

- Facilitate the development of communities of practice that didn't ghettoise people.
- Foster diversity at all levels to foster new ideas and treatments and around decision making.
- Have dedicated link persons on these kinds of issues, to facilitate movement and collaboration.
- Consolidate, streamline and integrate information systems to free up funding for initiatives.

The system would:

- Grow the inter-cultural communication capacity of the entire workforce eg delivering bad news.
- Include diversity at all education levels.
- Focus on areas of under-representation and target them specifically.
- Ensure well linked agencies were working well together.
- Ensure that support mechanisms were developed to take into account cultural differences eg employee disputes.