Systemic racism is a serious disease and should be treated as such. Getting URM to share their stories can be difficult at first until trust can be established. Individuals are willing to speak up and share more honestly when anonymity is guaranteed. The “Get Real, Mayo Clinic” platform has been a valuable tool in informing Mayo Clinic’s campaign to end racism.

BACKGROUND

Racial disparities... are ongoing and endemic. Racism is not just a public health issue, but also a humanitarian crisis! Racism is systemic. When it is systemic, it is ingrained in a culture and becomes implicit.” (Baptiste, DL; Josiah, et al, 2020). Mayo Clinic has had a long tradition of being an equitable and diverse employer; however, it is not immune to... including from the Robert D. and Patricia E. Kern Center for the Science of Healthcare Delivery, formed a group called KIND (Kern Inclusion and Diversity) to challenge the status quo and rethink the concept of diversity and inclusion within the institution.

OBJECTIVE OF PROGRAM

In July of 2020, after careful examination of understanding the need for a safe space to understand microaggressions (RAISS) and the need for a place to be heard, the KIND group decided that a platform allow employees to... building awareness and empathy from others who have not experienced systemic racism. The platform was called “Get Real, Mayo Clinic” to inspire impactful and sustainable actions for atmospheric racism. This platform was self-named “Get Real, Mayo Clinic.”

LESSONS LEARNED

After publishing the anonymous collection of stories on the Get Real platform, content experts were asked to categorize and understand the experiences of Mayo Clinic minority employees’ workplace life and climate and explore the learned significance of those individual experiences. Five emergent themes identified from the stories include from the published and unpublished) gathered from July 2020-September 2020. The Allyship platform was launched in August 2021 to collect individual stories of upstanders. These stories are curated and connect educational opportunities for staff to understand how they can become better allies to our colleagues who are experiencing microaggressions and bias (unconscious and deliberate).

Racial discrimination in health care: An “us” problem (wiley.com)

CONTACT

For more information – please reach out to Lorrie Blanchfield at blanchfield.lorrie@mayo.edu

REFERENCES

To foster a safe environment and build trust, tenets of the platform will be included. More than 200 stories shared via the platform. Over 10,000 unique visitors. 30,000-page views. To foster a safe environment and build trust, tenets of the platform will be included. More than 200 stories shared via the platform. Over 10,000 unique visitors. 30,000-page views.