

Diversity, Equity and Inclusion Committee



We begin with the understanding that every family's loss of a child is different. All have their own journey to navigate. There are no specific rules, no concrete frameworks, no global approaches. Each family has specific needs, opinions, competencies, beliefs, religions, and cultural backgrounds — all of which can impact how they view and would like to receive bereavement and perinatal and neonatal palliative care services. It is our desire to be sensitive to and mindful of the cultural and spiritual needs and differences of the babies and families through the lens of mutual respect in all of our programs, education, communication, outreach, and forums.

The Diversity, Equity, and Inclusion Committee of PLIDA will be focused on four main objectives.

1. To increase diversity of membership in PLIDA to include experts from a variety of ethnic, religious, and social backgrounds. PLIDA recognizes that perinatal and infant loss, grief, and bereavement are not one-dimensional. We are committed to growing our membership to reflect the many complex facets of every family that inform the grief process. A more diverse membership will inform research opportunities for networking and highlight gaps in the current literature base for which more data are needed.
2. To provide membership with monthly tools that highlight unique aspects of perinatal bereavement that uniquely affects families from an ethnic, religious, or societal point of view and provide members with resources to address these unique challenges for families they care for.
3. To specifically address key barriers and challenges related to disparities in the areas of perinatal bereavement, perinatal hospice, perinatal palliative care, and neonatal palliative care.
4. Foster an environment for new research opportunities addressing racial, religious, and gender disparities (the last related to same-sex parents and surrogates whose baby dies).

DIVERSITY

Diversity as a core value embodies inclusiveness, mutual respect, and multiple perspectives and serves as a catalyst for change toward health equity. In this context, we are mindful of all aspects of human differences such as socioeconomic status, race, ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability/ability, and age.

EQUITY

Health equity is the principle of providing everyone the opportunity to attain their full health potential with no one being unable to achieve their full potential because of their social position or other socially-determined circumstances.

INCLUSION

Inclusion is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the climate and culture of the institution through professional development, difficult conversations, education, policy, and practice. The objective is creating a climate that fosters belonging, respect, and value for all and encourages engagement and connection throughout the institution and community.