

For many, Diversity, Equity, and Inclusion (DEI) can feel overwhelmingly complex. This newsletter attempts to clarify important DEI concepts with brief, digestible resources that are thematically related to the monthly VGEC CIRCAA program curriculum. This month's DEI keyword:

### ***Tokenism***

Presence without meaningful participation. For example, a superficial invitation for the participation of members of a certain socially oppressed group, who are expected to speak for the whole group without giving this person a real opportunity to speak for her/himself.

#### **Start a Dialogue**

[Ageing, Health and Equity—Broad Perspectives Are Needed to Understand and Tackle Health Challenges of Ageing Societies](#) (International Journal of Environmental Research and Public Health)

[Health Care Equity: From Fragmentation to Transformation](#) (NEJM Catalyst)

[California May Consider 'Historical Injustice' When Allocating COVID-19 Vaccine](#) (NPR)

[Making Equity a Value in Value-Based Health Care](#) (AAMC)

[Ethnogeriatric Resources – Disaster Preparedness](#) (Stanford Geriatric Education Center)

#### **Actions You Can Take**

**Listen:** [COVID-19: Vaccination and Distribution in Black and LatinX Communities](#) (American Hospital Association, Advancing Health Podcast, 31 min)

**Watch:** [The Fundamental Shift to Value-Based Care](#) (Centers for Medicare & Medicaid Services, 21 min)

**Read:** [Equity of Care: A Toolkit for Eliminating Health Care Disparities](#) (Hospitals in Pursuit of Excellence)

#### **Picture to Go**

