

# Design Practice **Reality** Check

What my journey in a mission-based organization has taught me about DEI

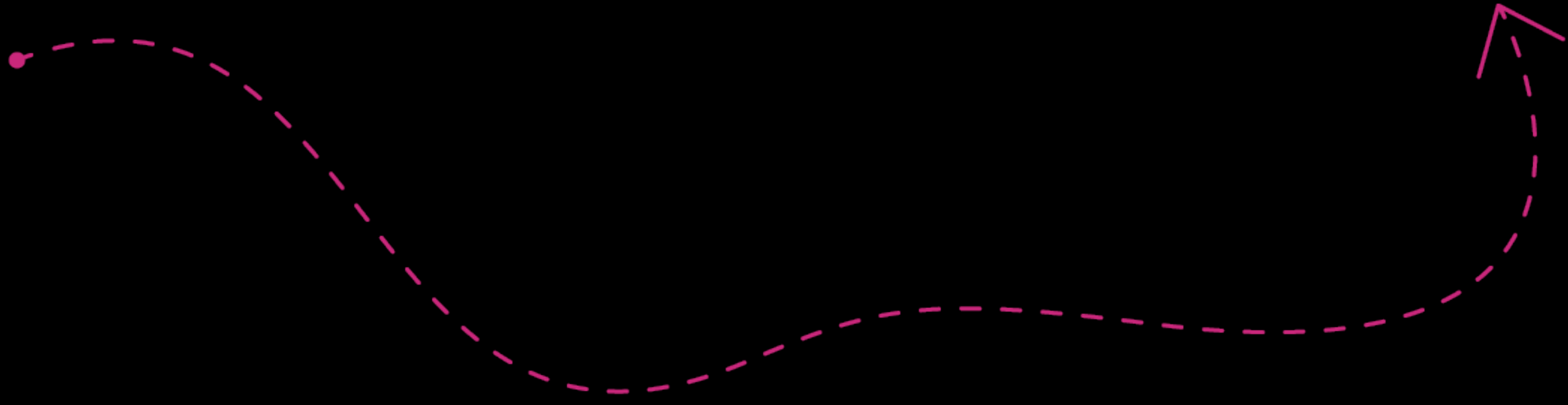
I'm  
Hector  
Mejia



This is a talk about **DEI** (ish)

**Disclaimer**





**Disclaimer**

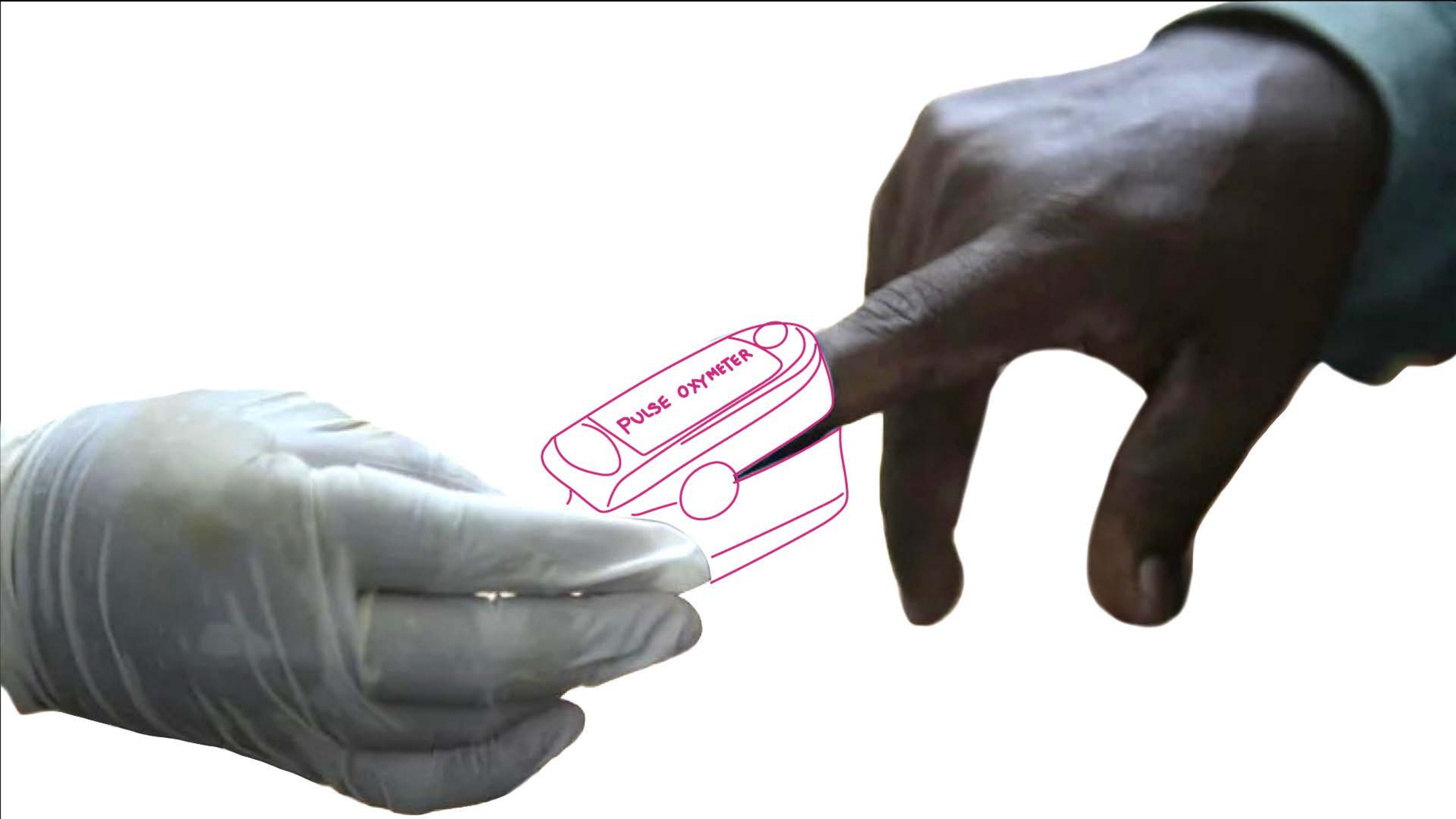
~~A recipe of how to do it~~

My **learnings** on how we can  
nudge our organizations.

**Why?**



**It is the right thing to do**



PULSE OXYMETER

**But it is not why (*most*)  
companies do it.**

**DEI** is good for businesses

**Without financial results, there is no  
company, no product, no **impact****





katchingupwithkenzo · Follow



**katchingupwithkenzo** Check Kenzo out in the new Disney Movie "Encanto" lol #representationmatters #ThankYouDisney #Encanto #EncantoDisney #Disney #NYMMKids

Edited · 105w

For you



**ressie1291** This just warms my heart... He is adorable and looks just like the character in the movie. ❤️❤️❤️❤️🥺🥺

14w 1 like Reply



**sennearix** Mini James

31w Reply



**crdcq** Je kanker vader

32w 1 like Reply See translation



**dinamck** Kenzo, you are Aaaadorable ❤️ Yes, you DO look just like Antonio 💙

43w 3 likes Reply

View replies (1)



**catdwil** Beautiful representation for a beautiful child! ❤️

58w 1 like Reply



**nitenurz** ❤️❤️❤️🥺🥺🥺 cuteness overload

59w Reply



**islamic.prod** awww

63w Reply



**nita\_bsn\_rn** Handsome young man!!! 💜

96w 1 like Reply



**always.aim** Awesomeness!!

96w 1 like Reply



**millyy.thescientistt** STOP THIS IS ADORABLE



12,302 likes

December 31, 2021



Add a comment...

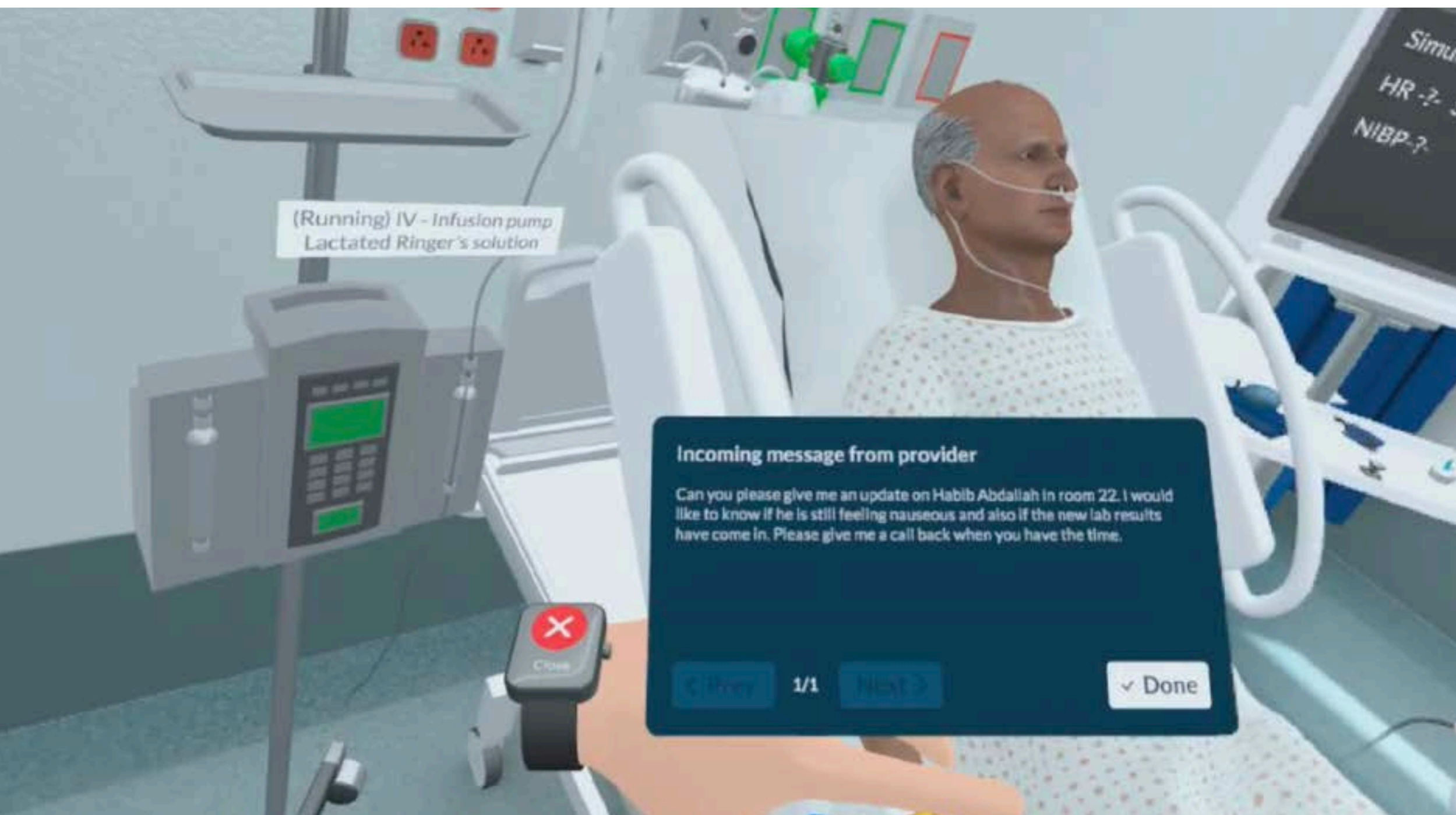
Post





**Laerdal**  
helping save lives







2000

Employees

26

Countries

4

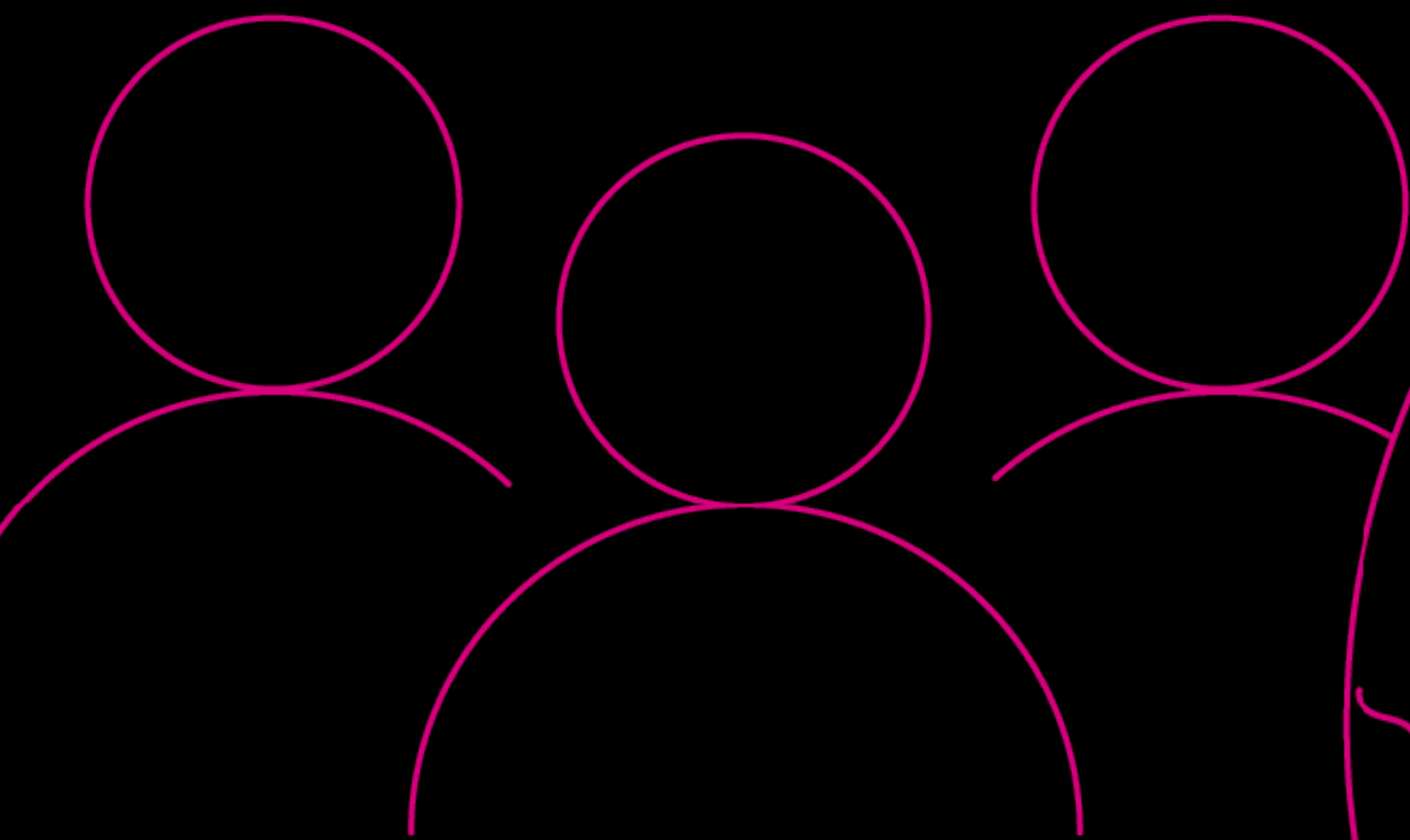
PD Sites

4

Factories

A gazillion NOKs

Revenue





# Monterrey

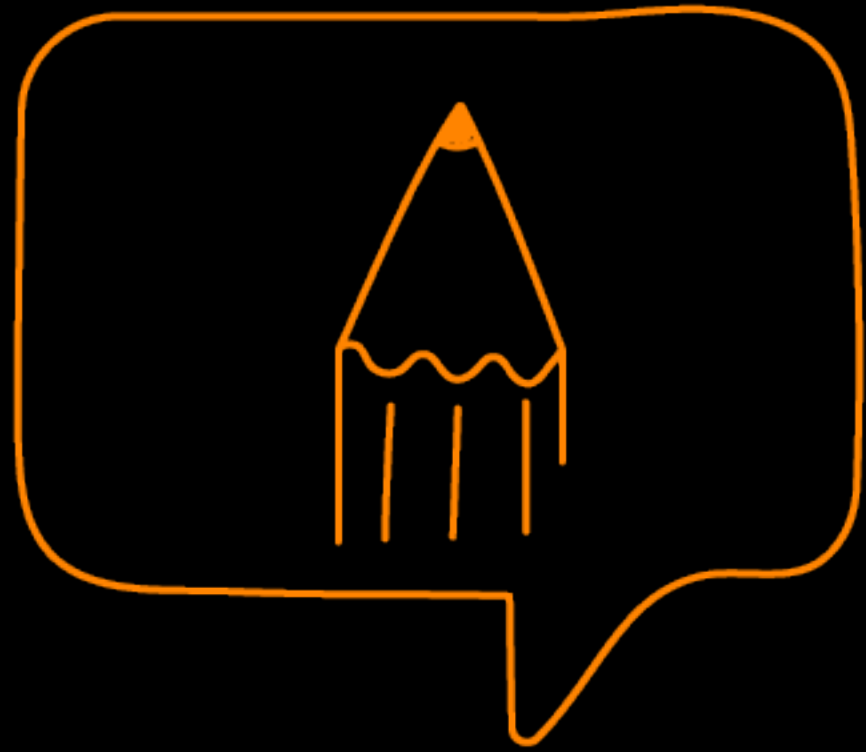




## Mission

**No one** should die or be disabled unnecessarily during birth or from sudden illness, trauma, or medical errors.

**Anyone** can be a lifesaver.



**Designer**

Individual Contributor



**Design Manager**

People Leader



**Design Operations**

Ways of work



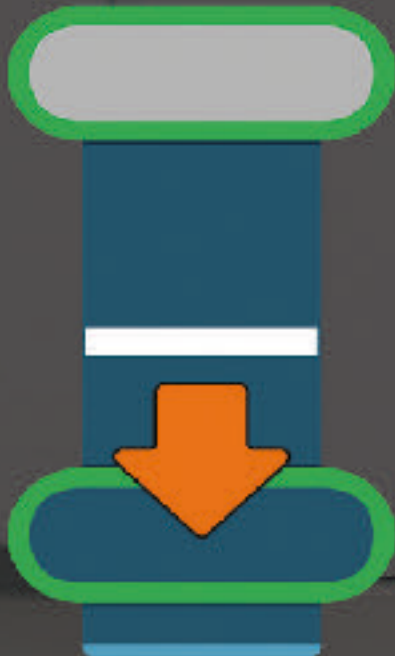


COMPRESSIONS

VENTILATION

SHOCKLINK

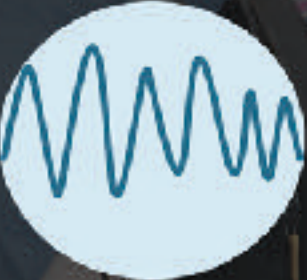
0:20



Pads



Artifact



VF



Hand placement





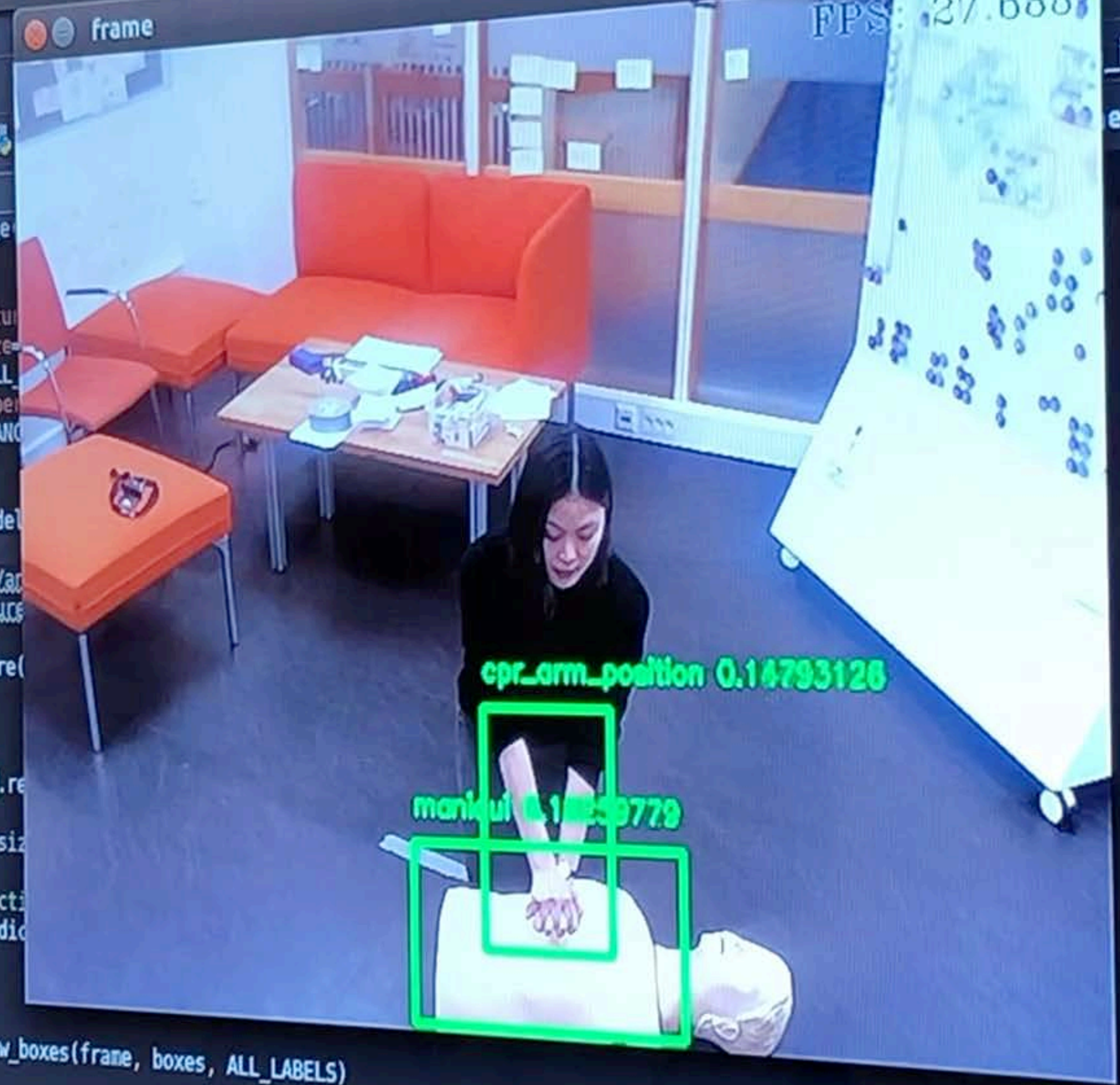




Do you notice a trend in this picture?



```
34 parser.print_usage()
35 sys.exit(1)
36
37 yolo = YOLO(architecture)
38 input_size=
39 labels=ALL
40 max_box_per
41 anchors=ANC
42
43 print(model_path)
44 yolo.load_weights(model)
45
46 #video_path = '/home/ar
47 #cap = cv2.VideoCapture
48
49 cap = cv2.VideoCapture(
50 prevTime = 0
51
52 while (True):
53 ret, frame = cap.re
54
55 # frame = cv2.resiz
56
57 print('Run predicti
58 boxes = yolo.predic
59
60 print(boxes)
61
62 draw_image = draw_boxes(frame, boxes, ALL_LABELS)
63
64 print(len(boxes), 'box(es) are found')
65 print('Image DONE!')
66
67 # Display fps
68 curTime = time.time() # for s
```

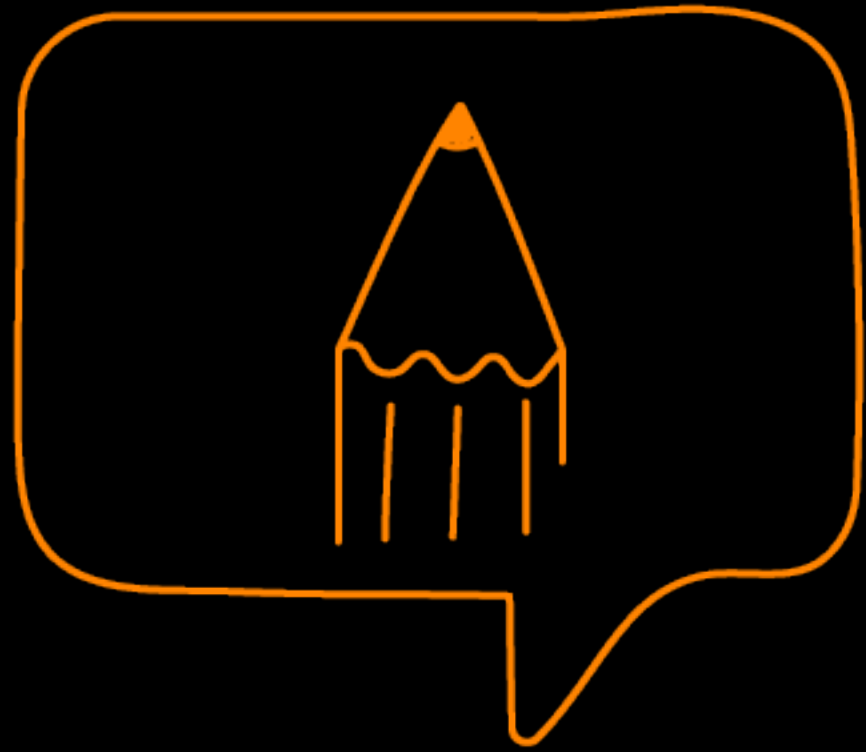




LEARNING

Personal willingness





**Designer**

Individual Contributor



**Design Manager**

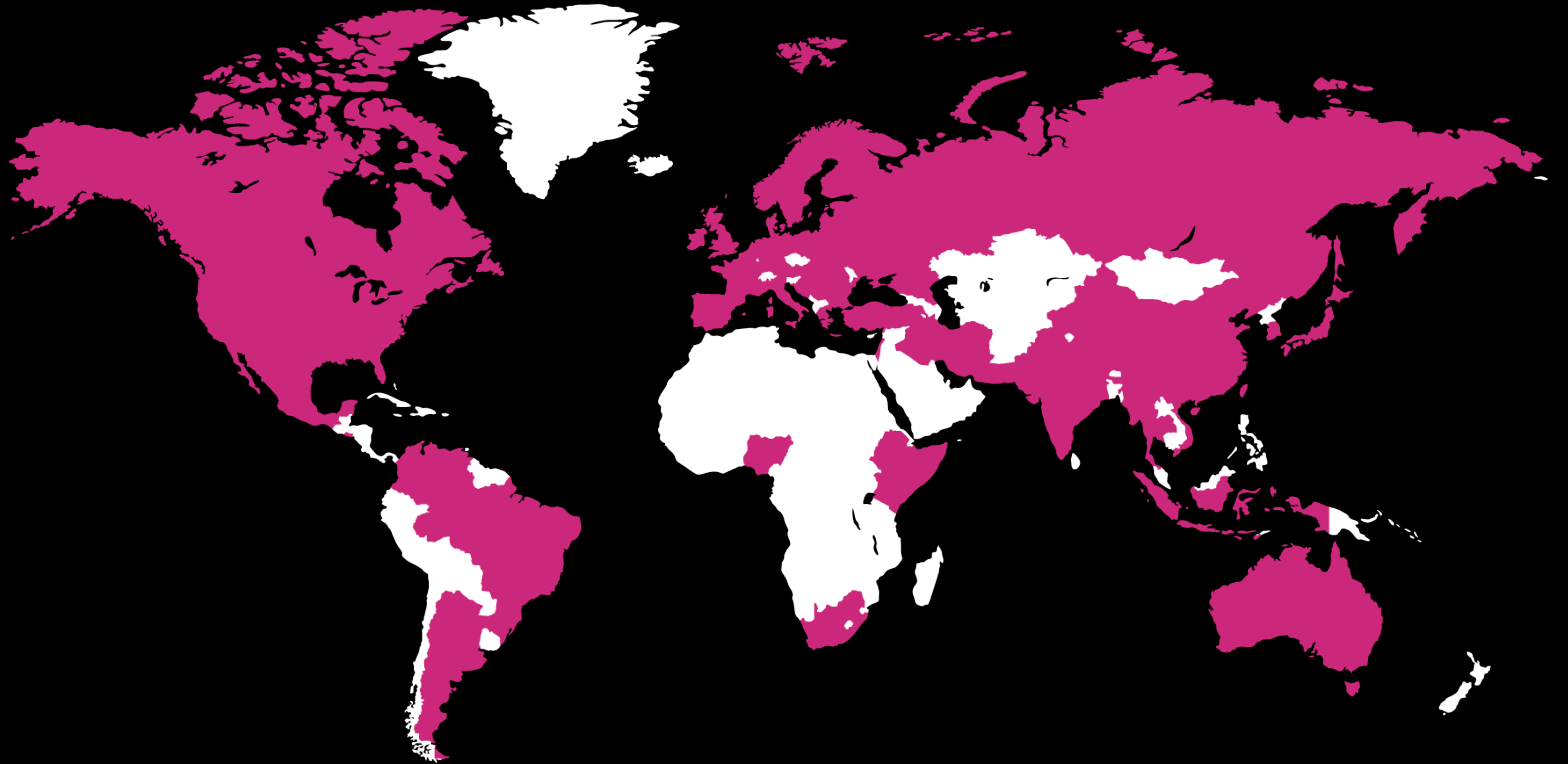
People Leader

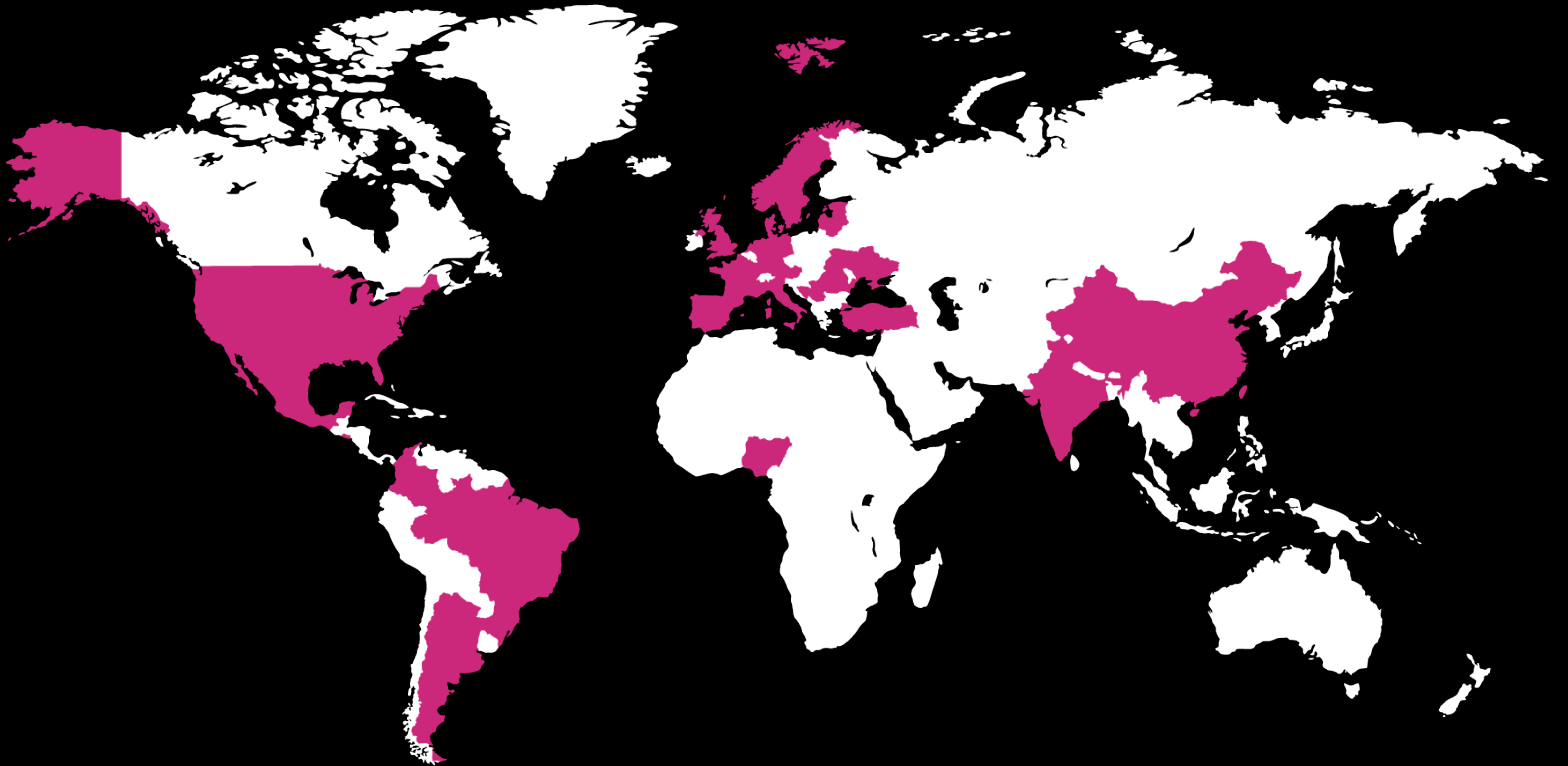


**Design Operations**

Ways of work











**Hector  
Mejia**



**Veronica  
Blugermann**



**Pamela  
Leon**



**Edith  
Leyva**



**Camila  
Barrera**



**Pedro  
Lejarza**



**Hector  
Rodriguez**



**Andrea  
Østmo da Costa**

## LEARNING

To build inclusive products, you  
need **diverse** teams

**How does a diverse team help?**



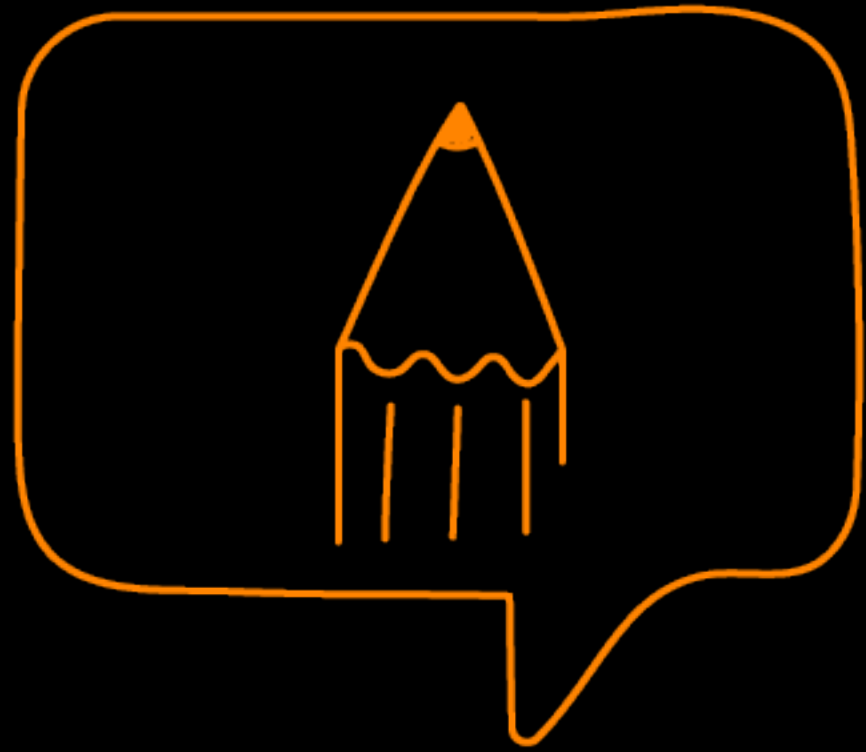






## LEARNING

So, when you get the opportunity,  
do build **diverse** teams



**Designer**

Individual Contributor



**Design Manager**

People Leader



**Design Operations**

Ways of work





## LEARNING

You need to set **working processes** that help





# DESIGN JUSTICE



COMMUNITY-LED PRACTICES  
TO BUILD THE WORLDS WE NEED

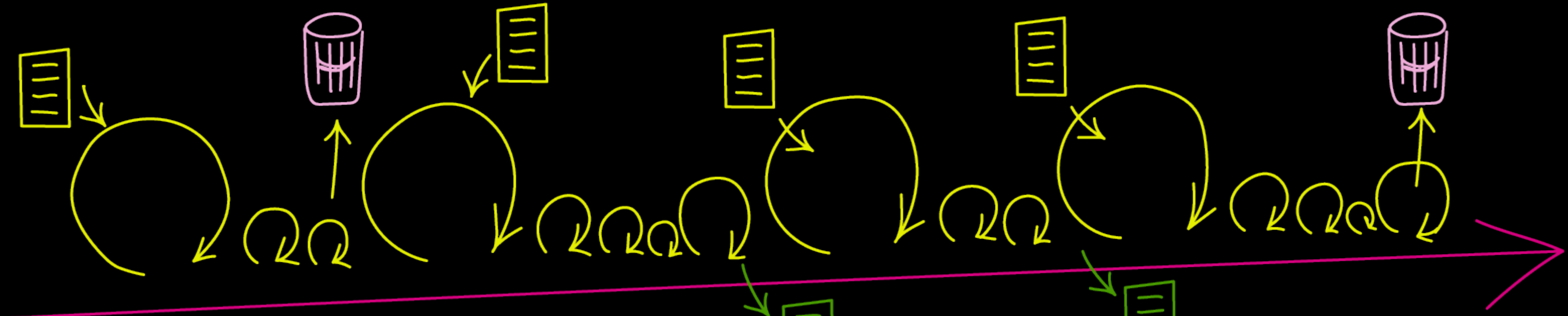
SASHA COSTANZA-CHOCK

READ BY MEGAN TUSING

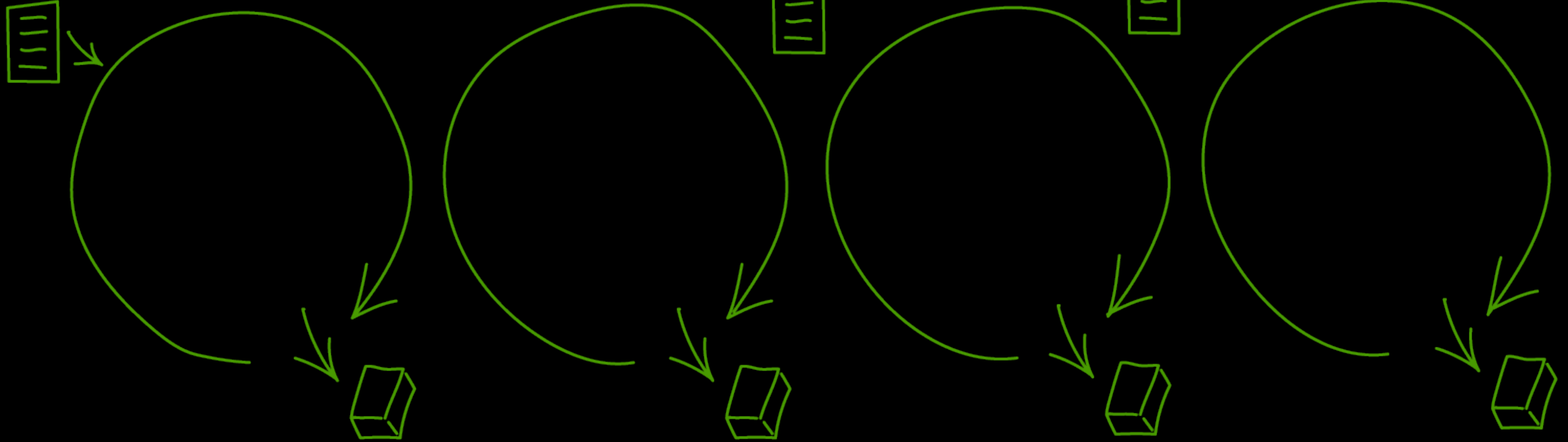
Design **with** not *for*



Discovery

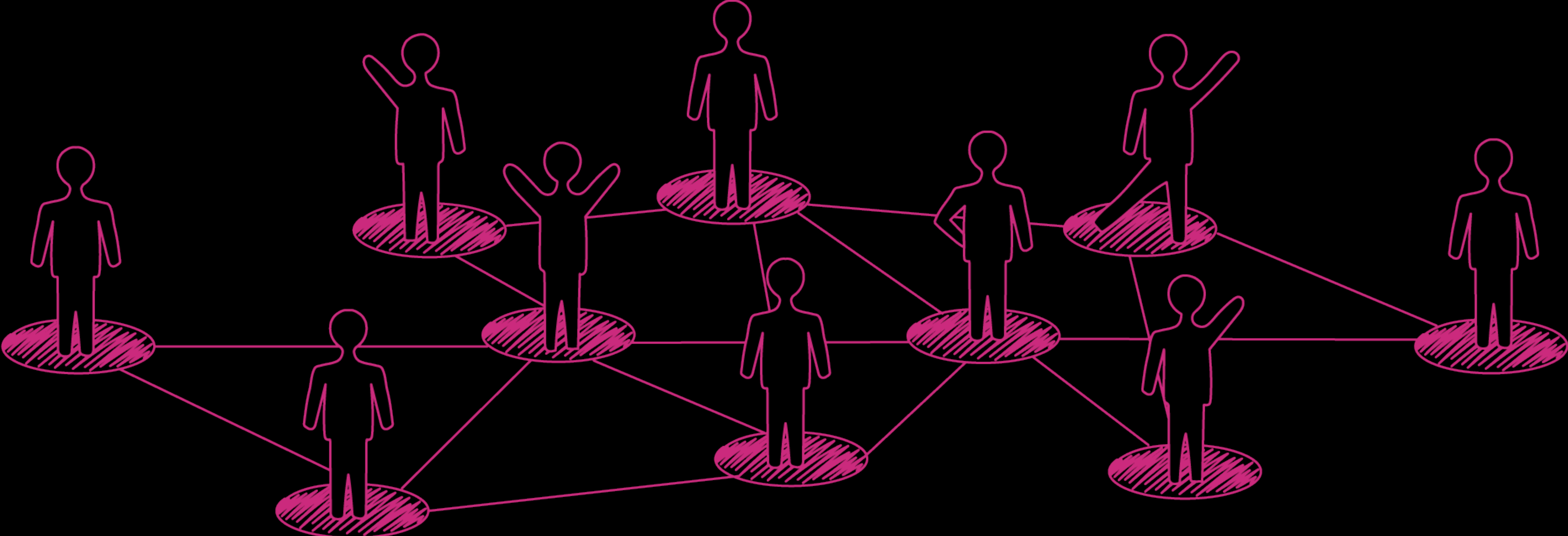


Delivery



\*Credits to Teresa Torres, the mastermind behind it

# Laerdal Innovation Network





**A11y** as part of the whole process

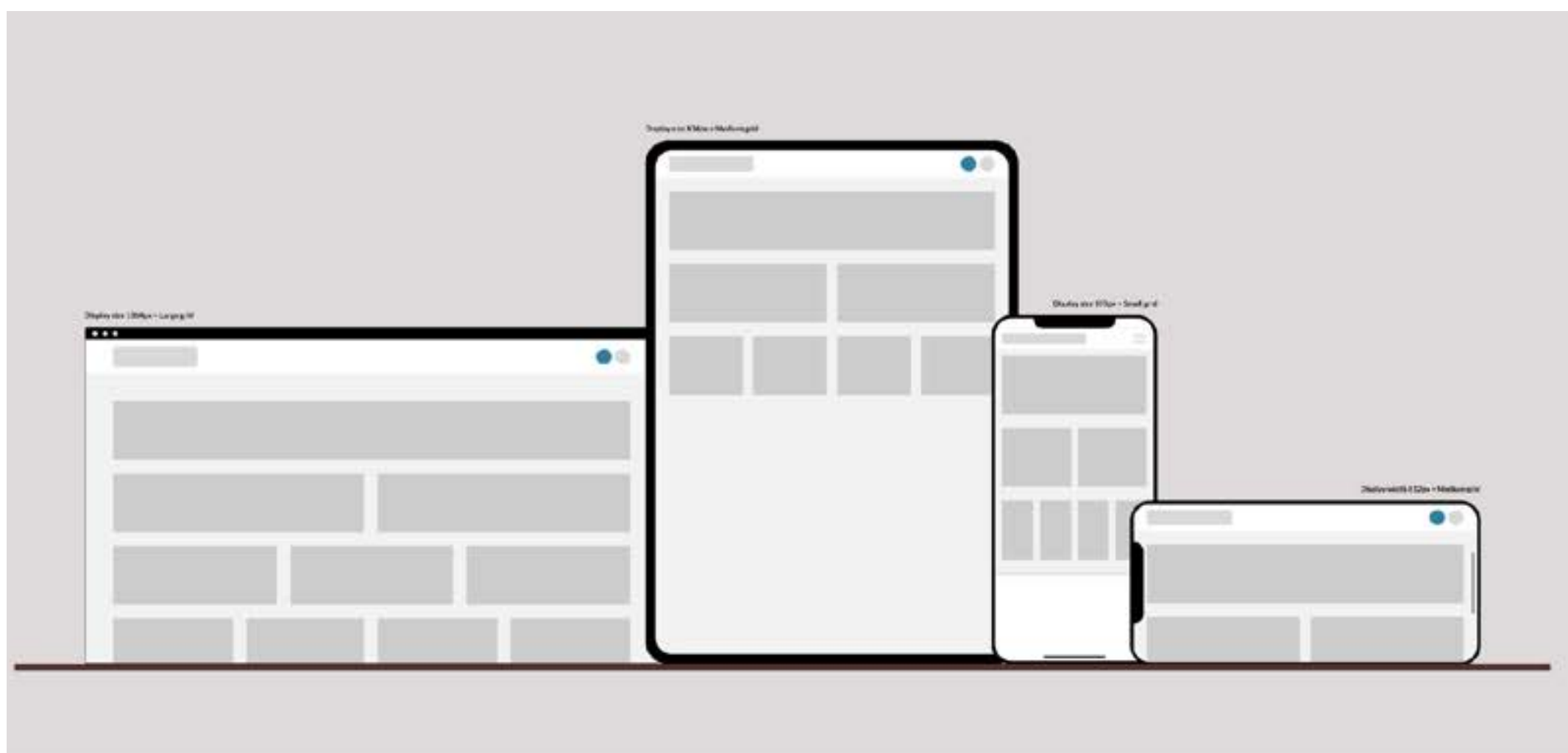




# Life 4

 Master Library





## Map of all current WCAG criteria

### 1 Perceivable

- 1.1 Text Alternatives**
  - A 1.1.1 Non-Text Content
- 1.2 Time Based Media**
  - A 1.2.1 Audio-only (Pre-recorded)
  - A 1.2.2 Captions (Pre-recorded)
  - A 1.2.3 Audio Description (Media Alternative Pre-recorded)
  - AA 1.2.4 Captions (Live)
  - AA 1.2.5 Audio Descriptions (Pre-recorded)
  - AAA 1.2.6 Sign Language (Pre-recorded)
  - AAA 1.2.7 Extended Audio Descriptions (Pre-recorded)
  - AAA 1.2.8 Media Alternatives (Pre-recorded)
  - AAA 1.2.9 Audio-only (Live)

### 1.3 Adaptable

- A 1.3.1 Info and Relationships
- A 1.3.2 Information Sequence
- AA 1.3.3 Sensory Characteristics
- AA 1.3.4 Orientation
- AAA 1.3.5 Identify Input Purpose
- AAA 1.3.6 Identifying Purpose

### 1.4 Distinguishable

- A 1.4.1 Use of Color
- A 1.4.2 Audio Control
- AA 1.4.3 Contrast Minimum
- AA 1.4.4 Visual Focus
- AA 1.4.5 Image Contrast
- AA 1.4.6 Non-Text Content
- AA 1.4.7 Text Spacing
- AA 1.4.8 Contrast Enhancers
- AA 1.4.9 Visual Presentation
- AA 1.4.10 Images of Text (No Exception)

### 2 Operable

#### 2.1 Keyboard Accessible

- A 2.1.1 Keyboard
- A 2.1.2 No Keyboard Trap
- AA 2.1.4 Character Key Shortcuts
- AAA 2.1.3 Keyboard Functional

#### 2.2 Enough Time

- A 2.2.1 Timing Adjustable
- A 2.2.2 Pause, Stop, Hide
- AA 2.2.3 No Timing
- AA 2.2.4 Interactions
- AA 2.2.5 Avoidable Timing
- AA 2.2.6 Timeouts

#### 2.3 Seizures & Physical Reactions

- A 2.3.1 Visual Flash or Red Flash
- AA 2.3.2 Three Flashes
- AAA 2.3.3 Animation from Interactions

#### 2.4 Navigable

- A 2.4.1 Focus Visible
- A 2.4.2 Page Titles
- A 2.4.3 Focus Order
- A 2.4.4 Link Purpose in Context
- AA 2.4.5 Multiple Ways
- AA 2.4.6 Headings and Labels
- AA 2.4.7 Focus Visible
- AA 2.4.8 Location
- AA 2.4.9 Location
- AA 2.4.10 Focus Visible (in Only)
- AA 2.4.11 Section Headings

#### 2.5 Input Modalities

- A 2.5.1 Pointer Gestures
- A 2.5.2 Pointer Location
- A 2.5.3 Label in Name
- A 2.5.4 Menu Activation
- AA 2.5.1 Target Size
- AA 2.5.2 Error Prevention (Keyboard)

### 4 Robust

- A 4.1.1 Parsing
- A 4.1.2 Name, Role, Value
- A 4.1.3 Status Messages

## WCAG 2.1

All levels

- 3.1 Readable**
  - AA 3.1.1 Language of Page
  - AA 3.1.2 Language of Parts
  - AA 3.1.3 Visual Structure
  - AA 3.1.4 Abbreviations
  - AA 3.1.5 Reading Level
  - AA 3.1.6 Pronunciation

### 3 Understandable

#### 3.2 Predictable

- A 3.2.1 Defocus
- A 3.2.2 Consistent
- AA 3.2.3 Consistent Navigation
- AA 3.2.4 Consistent Identification
- AAA 3.2.5 Change Request

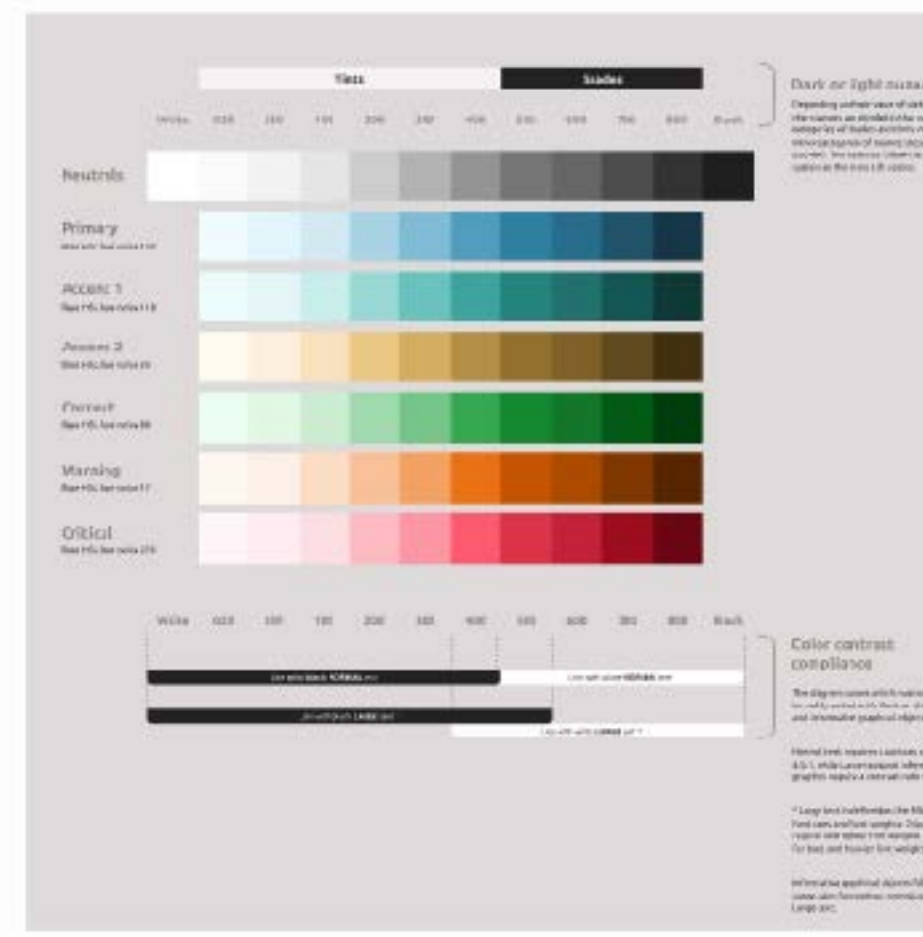
#### 3.3 Input Assistance

- A 3.3.1 Error Identification
- A 3.3.2 Labels or Instructions
- AA 3.3.3 Error Suggestion
- AA 3.3.4 Error Prevention (Data Entry)
- AAA 3.3.5 Help
- AAA 3.3.6 Error Prevention (IME)

## Nuances and accessibility

To create a balanced design, the color system provides darker shades and lighter tints of the main colors.

The nuances are created in a way so they align in darkness value across tabs and create safe pairing of colors for color contrast compliance. The accessibility is built into the system.





Overview

Tips for improvement

Simulation feedback

SBAR feedback

### Simulation feedback

- ✓ 00:01 You introduced yourself
- × × × 00:06 You washed your hands as soon as entered the room to maintain patient safety
- × × × 00:10 You asked the patient about allergies
- × × × 00:41 You should have stopped the infusion here as soon as the patient started developing an allergic reaction
- ✓ 01:02 You tapped the patient and shouted "Are you all right?"  
The patient did not respond. It was correct to check responsiveness at this point because anyone who does not respond needs emergency care.

Patient status---ECG: Sinus tachycardia with an anterior myocardial infarction. Heart rate: 106. Pulse: Present. Blood pressure: 133/87 mm Hg. Respiration: 21. Responsive state: Appropriate. SpO2: 97%. Temp: 37 °C

You should have opened the patient's airway here by using a head tilt.

You should call the provider at this point to guide your further treatment of this patient



### Neil Warrent

Adm on  
2/5/2020

Date of birth  
7/19/1965

Age  
54

Gender  
Male

Diagnosis  
Acute Myocardio infarction

☆ Help us improve

How would you rate your experience with this patient simulation?

1 2 3 4 5

Poor experience Great experience

Next

**Back to the market and the  
financial impact of DEI**



## LEARNING

A **global** market keep us honest



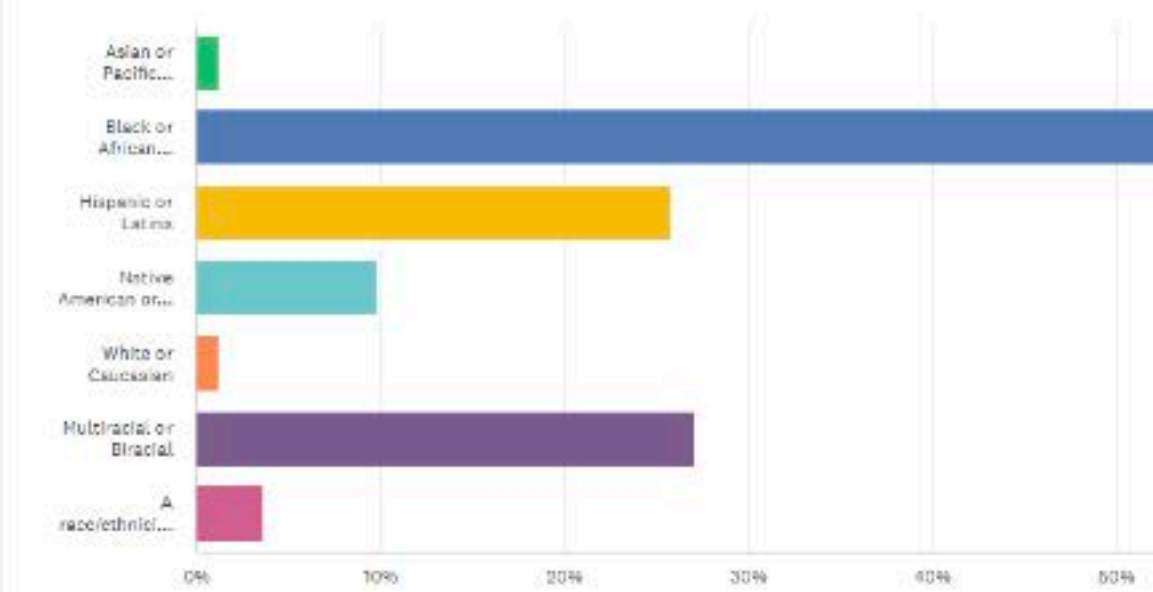




As with Round 1 and 2, most believe this model could represent a Black or African American person. The model could also represent Multiracial people, and other ethnicities, like Latinx or Native American.

Which of the following could this model represent? Please select all that apply.

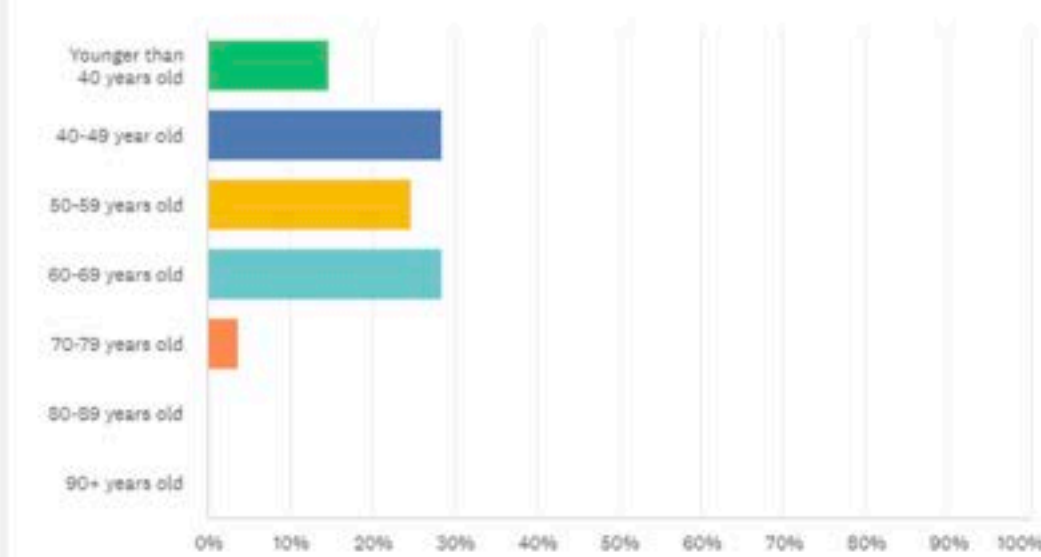
Answered: 81 Skipped: 0



Most people believed this model best represents a person who is either 40 to 49 years old, or 60 to 69 years old. Compared to the previous model, which most believed represented someone younger than 40.

Which age range does this model best represent? Please choose only one.

Answered: 81 Skipped: 0



Which age ranges could this model represent? Please select all that apply.

Answered: 81 Skipped: 0



Same as with Round 2, in this round, most respondents believe that this model could represent a male. 37% believe this model could represent a female.

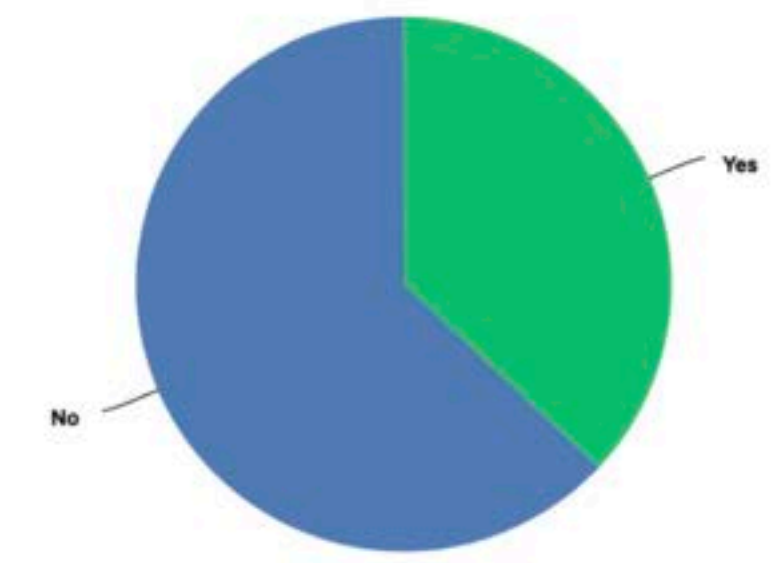
Do you believe this model could believably represent a male?

Answered: 81 Skipped: 0

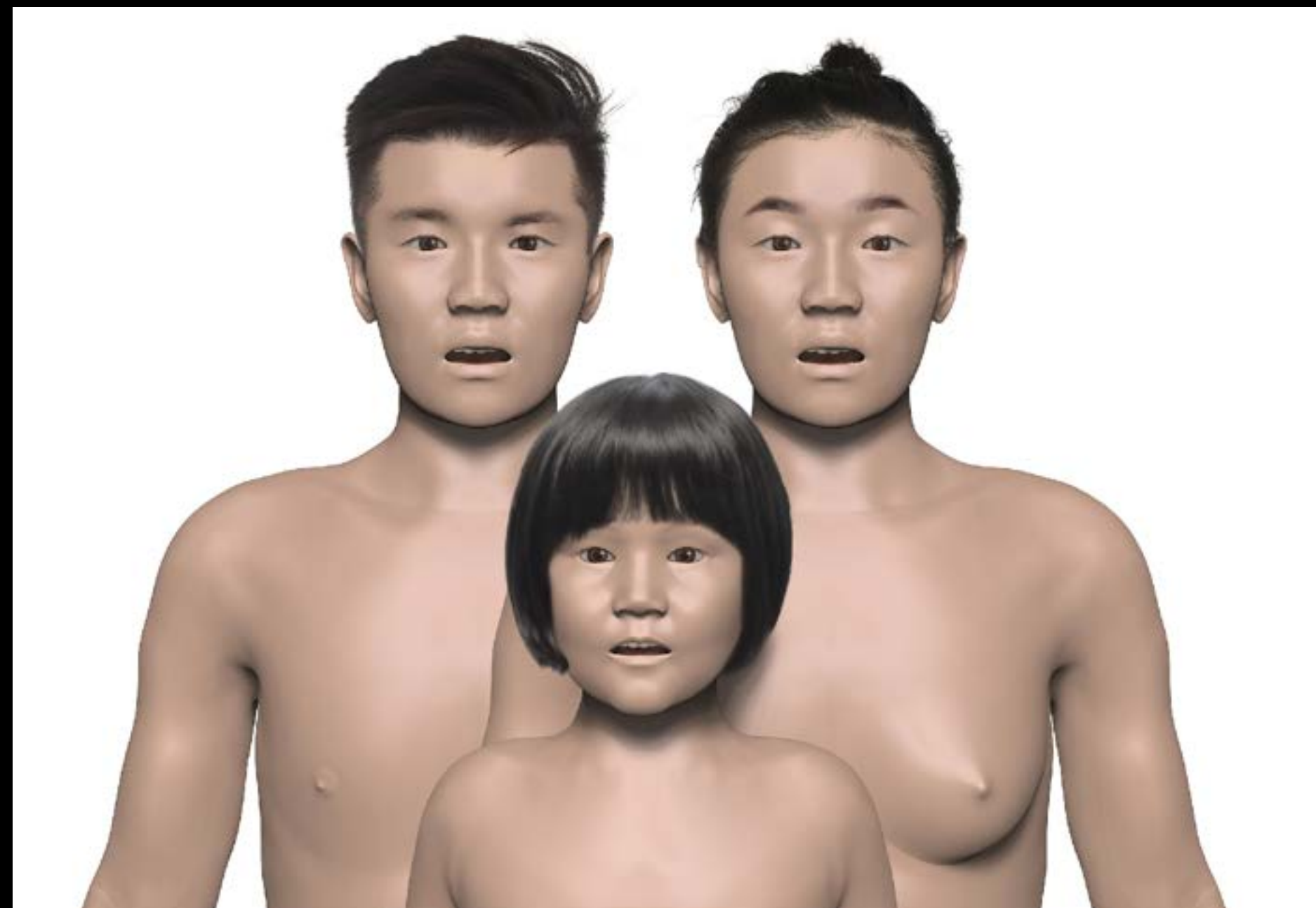
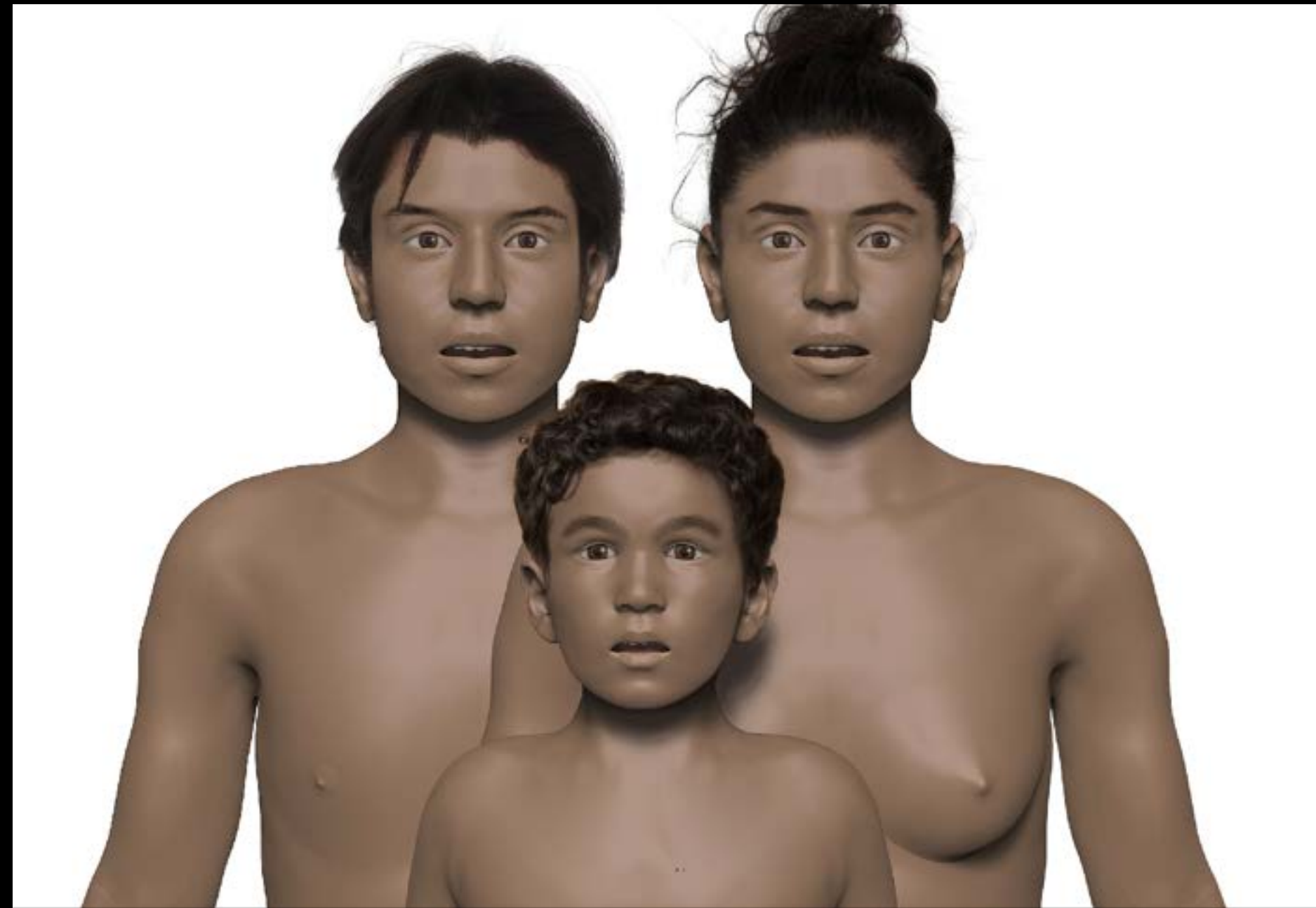
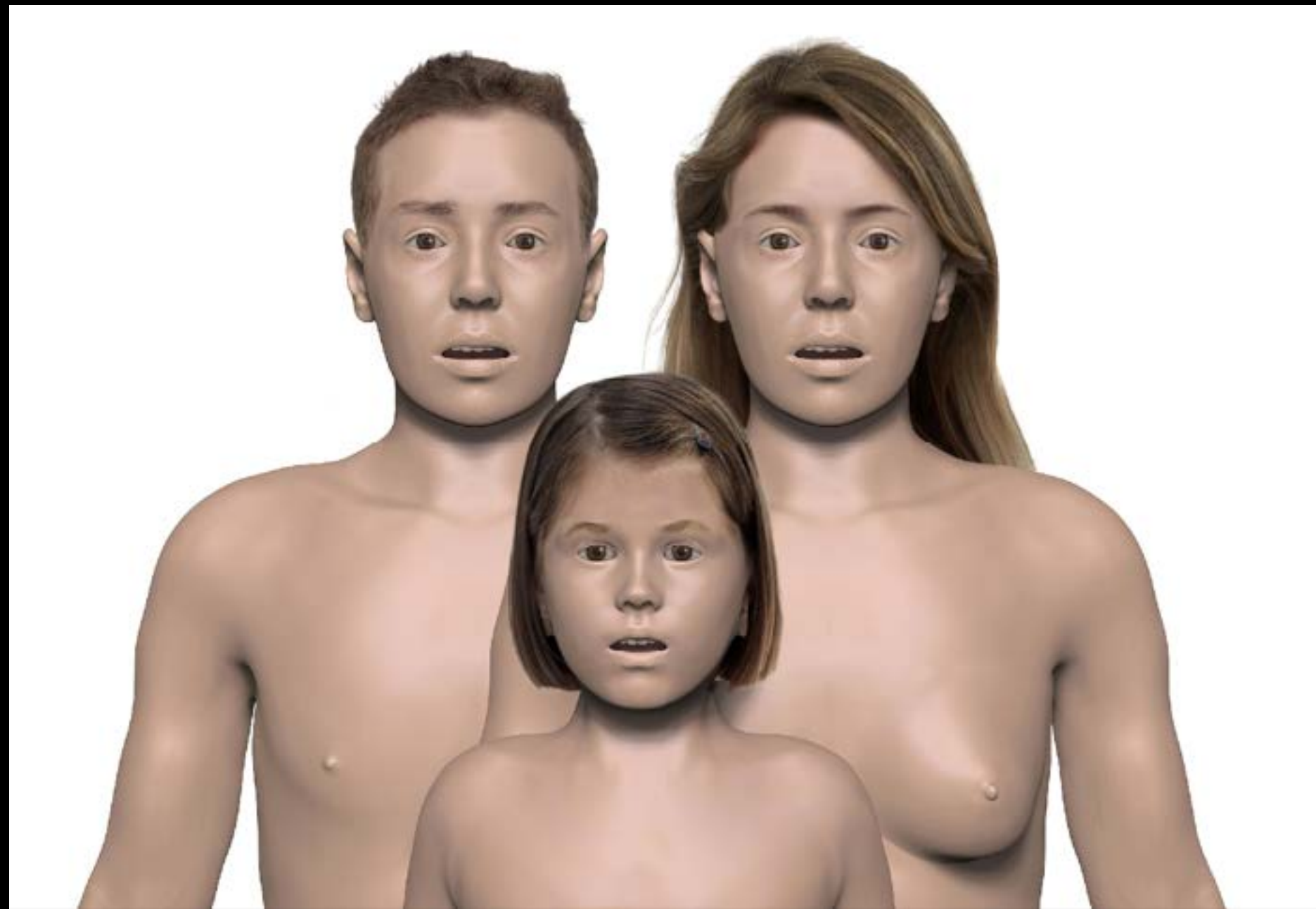


Do you believe this model could believably represent a female?

Answered: 81 Skipped: 0



















## How to Use Simulation-based Training to Reduce Implicit Bias and Promote Equitable Care

*A guide to integrating diversity and inclusion in your clinical training*





View for Nursing | HEALTH ASSESSMENT



**Danielle Young Bear**  
Chronic Low Back Pain

Age: 32  
Gender: Female  
Race: Native American (Mishwak Nation)  
Religion: Not stated  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Harry Hadley**  
Cellulitis

Age: 78  
Gender: Male  
Race: White  
Religion: Catholic  
Name: Gabrielle

View for Nursing | HEALTH ASSESSMENT



**Jermaine Jones**  
Altered Mental Status

Age: 34  
Gender: Male  
Race: African American  
Religion: Christian (Lutheran)  
Name: Gabrielle

View for Nursing | HEALTH ASSESSMENT



**Juan Carlos**  
Ulcer - Right Great Toe

Age: 52  
Gender: Male  
Race: Hispanic  
Religion: Catholic  
Name: Any

View for Nursing | HEALTH ASSESSMENT



**Junetta Cooper**  
Angina Pectoris

Age: 75  
Gender: Female  
Race: African American  
Religion: Christian  
Name: Any


View for Nursing | HEALTH ASSESSMENT



**Mary Richards**  
Chronic Atrial Fibrillation and Heart Failure

Age: 62  
Gender: Female  
Race: African American  
Religion: Christian (Baptist)  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Rachael Heidebrink**  
Pulmonary Embolism

Age: 22  
Gender: Female  
Race: White  
Religion: Christian (Lutheran)  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Suzanne Morris**  
Gonorrhea and Chlamydia, Suspected from C. difficile

Age: 43  
Gender: Female  
Race: White  
Religion: Baptist  
Name: Gabrielle

View for Nursing | HEALTH ASSESSMENT



**Toua Xiong**  
Chronic Obstructive Pulmonary Disease

Age: 64  
Gender: Male  
Race: Asian  
Religion: Buddhist  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Yoa Li**  
Strangulated Groin Hernia

Age: 26  
Gender: Male  
Race: Asian  
Religion: Christian  
Name: Gabrielle

View for Nursing | HEALTH ASSESSMENT




**Brittany Long**  
Sickle Cell Anemia

Age: 5  
Gender: Female  
Race: African American  
Religion: Baptist  
Name: Any




Portrait: Janet Long (Mother)

View for Nursing | HEALTH ASSESSMENT



**Charlie Snow**  
Skin Rash - Allergic Reaction

Age: 6  
Gender: Male  
Race: White  
Religion: Catholic  
Name: Any



Aunt: Judith Smith

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Brandon Sharp**  
Spinal Cord Injury

Age: 21  
Sex at birth: Male  
Gender Identity: Male (he/him)  
Race: White  
Marital status: Single  
Religion: Methodist  
Occupation: Medical student  
Name: Dan

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**William Edwards**  
Acute Ischemic Stroke

Age: 65  
Sex at birth: Male  
Gender Identity: Male (he/him)  
Race: White  
Marital status: Married  
Religion: Christian  
Occupation: Retired police officer  
Name: Any

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Liling Zhao**  
ICD Firing

Age: 62  
Sex at birth: Female  
Gender Identity: Female (she/her)  
Race: Asian  
Marital status: Married  
Religion: Taoist  
Occupation: University professor  
Name: Dan

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Charles Jones**  
Acute Decompensated Heart Failure

Age: 68  
Sex at birth: Male  
Gender Identity: Male (he/him)  
Race: African American  
Marital status: Married  
Religion: Baptist  
Occupation: Retired school maint. supervisor  
Name: Any

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Tony Wallace**  
Ticlike Cell Crisis

Age: 24  
Sex at birth: Male  
Gender Identity: Male (he/him)  
Race: African American  
Marital status: Single  
Religion: Not stated  
Occupation: Food service worker  
Name: Dan

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Ramesh Patel**  
Kidney Stones

Age: 45  
Sex at birth: Male  
Gender Identity: Male (he/him)  
Race: Asian  
Marital status: Unmarried  
Religion: Not stated  
Occupation: Barber  
Name: Dan

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Valerie Cucina**  
Gastrointestinal Bleeding

Age: 78  
Sex at birth: Female  
Gender Identity: Female (she/her)  
Race: White  
Marital status: Widowed  
Religion: Not stated  
Occupation: Retired librarian  
Name: Any

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Maria Gonzales**  
Auto Pancreatitis

Age: 54  
Sex at birth: Female  
Gender Identity: Female (she/her)  
Race: Hispanic  
Marital status: Married  
Religion: Catholic  
Occupation: Sales manager  
Name: Dan

View for Nursing | ADVANCED PHYSICAL SURVEILLANCE DATA



**Ruth Livingston**  
Right Femoral Neck Fracture

Age: 80  
Sex at birth: Female  
Gender Identity: Female (she/her)  
Race: White  
Marital status: Married  
Religion: Lutheran  
Occupation: Retired beautician  
Name: Any

View for Nursing | HEALTH ASSESSMENT



**Dale May**  
Hypertension

Age: 41  
Sex at birth: Male  
Gender Identity: Non-binary (she/her)  
Race: White  
Marital status: Married  
Religion: Not stated  
Occupation: Former truck driver  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Ariel Barkley**  
Active Labor

Age: 16  
Gender: Female  
Race: White  
Marital status: Single  
Religion: Catholic  
Occupation: High school junior  
Name: Any



Parent (Mother)

View for Nursing | HEALTH ASSESSMENT



**Amelia Sung**  
Active Labor / Labor Induction due to Gestational Diabetes

Age: 34  
Gender: Female  
Race: Asian  
Marital status: Married  
Religion: Catholic  
Occupation: Bank clerk  
Name: Any



Parent (Mother)

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Edith Jacobson**  
Left Hip Fracture

Age: 85  
Gender: Female  
Race: White  
Marital status: Widowed  
Religion: Christian  
Occupation: Retired teacher  
Name: Any

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Jared Griffin**  
Right Total Knee Arthroplasty

Age: 63  
Gender: Male  
Race: African American (Race: Black)  
Marital status: Married  
Religion: Christian  
Occupation: Accountant  
Name: Any / Name: Gabrielle

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Rashid Ahmed**  
Exacerbation of Hypertension

Age: 50  
Gender: Male  
Race: Middle Eastern  
Marital status: Married  
Religion: Muslim  
Occupation: Engineer  
Name: Dan

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Mona Hernandez**  
Pneumonia

Age: 72  
Gender: Female  
Race: Hispanic  
Marital status: Married  
Religion: Catholic  
Occupation: Retired kindergarten teacher  
Name: Any

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Vernon Russell**  
Right Sided Stroke

Age: 55  
Gender: Male  
Race: African American  
Marital status: Divorced  
Religion: Not stated  
Occupation: Worker in oil refinery  
Name: Any

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Christoffer Parrish**  
Cystic Fibrosis

Age: 18  
Gender: Male  
Race: White  
Marital status: Single  
Religion: Christian (Lutheran)  
Occupation: College student  
Name: Dan

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Sara Lin**  
Appendicitis

Age: 18  
Gender: Female  
Race: Asian American  
Marital status: Single  
Religion: Catholic  
Occupation: Student  
Name: Any

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Marvin Hayes**  
Rectal Cancer

Age: 43  
Gender: Male  
Race: White  
Marital status: Married  
Religion: Christian  
Occupation: Businessman  
Name: Dan

View for Nursing | PHYSICIAN'S | HEALTH ASSESSMENT



**Josephine Morrow**  
Ventral Stomach Ulcer

Age: 88  
Gender: Female  
Race: White  
Marital status: Widowed  
Religion: Catholic  
Occupation: Retired waitress  
Name: Any

View for Nursing | HEALTH ASSESSMENT



**Kim Johnson**  
Nasal Contusion

Age: 28  
Gender: Female  
Race: African American  
Marital status: Married  
Religion: Christian (Baptist)  
Occupation: Police officer  
Name: Any

View for Nursing | HEALTH ASSESSMENT



**Brenda Patton**  
Rupture of Membrane / Active Labor / Labor Assessment / Active Labor

Age: 18  
Gender: Female  
Race: White  
Marital status: Unmarried  
Religion: Baptist  
Occupation: N/A  
Name: Any



Parent (Mother)

View for Nursing | HEALTH ASSESSMENT



**Carla Hernandez**  
Active Labor

Age: 32  
Gender: Female  
Race: Hispanic  
Marital status: Married  
Religion: Catholic  
Occupation: Teacher  
Name: Any



Partner: Sandy

View for Nursing | PHYSICIAN'S



**Carl Shapiro**  
Acute Coronary Syndrome

Age: 54  
Gender: Male  
Race: White  
Marital status: Married  
Religion: Jewish  
Occupation: Busdriver  
Name: Dan

View for Nursing | PHYSICIAN'S



**Doris Bowman**  
Immediate Postop - Abdominal Hypertension

Age: 39  
Gender: Female  
Race: African American  
Marital status: Married  
Religion: Baptist  
Occupation: Account Manager  
Name: Any

View for Nursing | PHYSICIAN'S



**Jennifer Hoffman**  
Acute Asthma

Age: 32  
Gender: Female  
Race: White  
Marital status: Married  
Religion: Catholic  
Occupation: Lawyer  
Name: Any

View for Nursing | PHYSICIAN'S



**Kenneth Bronson**  
Pneumonia

Age: 27  
Gender: Male  
Race: White  
Marital status: Unmarried  
Religion: Christian  
Occupation: Construction worker  
Name: Dan

View for Nursing | PHYSICIAN'S



**Lloyd Bennett**  
Postoperative Hip Arthroplasty

Age: 76  
Gender: Male  
Race: White  
Marital status: Widowed  
Religion: No information obtained  
Occupation: Retired farmer  
Name: Dan

View for Nursing | PHYSICIAN'S



**Marilyn Hughes**  
Lower Leg Fracture

Age: 45  
Gender: Female  
Race: White  
Marital status: Married  
Religion: Catholic  
Occupation: Administrative Assistant  
Name: Any

View for Nursing | PHYSICIAN'S



**Skyler Hansen**  
Diabetes

Age: 18  
Gender: Male  
Race: White  
Marital status: Unmarried  
Religion: No information obtained  
Occupation: Student  
Name: Any

View for Nursing | PHYSICIAN'S



**Stan Checketts**  
Rule Out Postoperative Bowel Obstruction

Age: 52  
Gender: Male  
Race: White  
Marital status: Widowed  
Religion: Mormon  
Occupation: Sales manager  
Name: Dan

View for Nursing | PHYSICIAN'S



**Vernon Watkins**  
Postoperative Hemiparesis

Age: 69  
Gender: Male  
Race: White  
Marital status: Married  
Religion: Christian  
Occupation: Retired postal service worker  
Name: Dan

View for Nursing | HEALTH ASSESSMENT



**Vincent Brody**  
Chronic Obstructive Pulmonary Disease

Age: 67  
Gender: Male  
Race: African American  
Marital status: Married  
Religion: Baptist  
Occupation: Retired businessman  
Name: Any

View for Nursing | HEALTH ASSESSMENT



**Fatime Sanogo**  
Normal Spontaneous Vaginal Delivery / Induction of Labor Secondary to Prolapsed Cord

Age: 23  
Gender: Female  
Race: African  
Marital status: Married  
Religion: Muslim  
Occupation: Housewife  
Name: Any



Partner

View for Nursing | HEALTH ASSESSMENT



**Olivia Jones**  
Preeclampsia without Severe Features / Induction of Labor Secondary to Prolapsed Cord

Age: 33  
Gender: Female  
Race: African American  
Marital status: Married  
Religion: Baptist  
Occupation: N/A  
Name: Any



Mother

View for Nursing | HEALTH ASSESSMENT



**George Palo**  
Addictive Disorder with Depressed Mood

Age: 60  
Gender: Male  
Race: Unknown or Unreported  
Marital status: Widowed  
Religion: Not stated  
Occupation: Retired  
Name: Julia



Daughter: Maggie Palo

View for Nursing | HEALTH ASSESSMENT



**Randy Adams**  
PTSD with MILD traumatic brain injury

Age: 38  
Gender: Male  
Race: Unknown or Unreported  
Marital status: Married  
Religion: Not stated  
Occupation: Computer repair man  
Name: Julia



Wife: Joy Adams

View for Nursing | HEALTH ASSESSMENT



**Sharon Cole**  
Surgical Repair of Right Ankle Fracture

Age: 31  
Gender: Male  
Race: Hispanic  
Marital status: Married  
Religion: Not stated  
Occupation: Attorney (Lawyer)  
Name: Julia

View for Nursing | HEALTH ASSESSMENT



**Sandra Littlefield**  
Borderline Personality Disorder

Age: 36  
Gender: Female  
Race: White  
Marital status: Married  
Religion: Catholic  
Occupation: Not stated  
Name: Julia


View for Nursing | HEALTH ASSESSMENT



**Andrew Davis**  
Alcohol Withdrawal


Age: 56  
Gender: Male  
Race: White  
Marital status: Married  
Religion: Christian  
Occupation: Pastor  
Name: Julia

View for Nursing | HEALTH ASSESSMENT



**Linda Waterfall**  
Stage IIIB Invasive Ductal Carcinoma

Age: 48  
Gender: Female  
Race: African American  
Marital status: Divorced  
Religion: Not reported  
Occupation: Professor  
Name: Julia



Cousin: Alex

View for Nursing | HEALTH ASSESSMENT



**Li Na Chen**  
Major Depressive Disorder

Age: 40  
Gender: Female  
Race: Asian  
Marital status: Married  
Religion: Not stated  
Occupation: Art historian (not currently employed)  
Name: Julia



Husband: Jiah Chen

View for Nursing | HEALTH ASSESSMENT



**David Carter**  
Schizophrenia

Age: 28  
Gender: Male  
Race: White  
Marital status: Single  
Religion: Lutheran  
Occupation: Grocery store clerk  
Name: Julia



Mother: Marjorie Carter

View for Nursing | HEALTH ASSESSMENT



**Henry Williams**  
Diagnosis

Age: 69  
Gender: Male  
Race: African American  
Marital status: Married  
Religion: Baptist  
Occupation: Retired rail system engineer  
Name: Any



Wife: Ethel



Daughter-in-law: Betty

View for Nursing | HEALTH ASSESSMENT



**Julia Morales**  
Diagnosis

Age: 65  
Gender: Female  
Race: Caucasian  
Marital status: Registered partnership  
Religion: Ukrainian  
Occupation: Not stated  
Name: Any



Partner: Jerry Gray



Son: Neil

View for Nursing | HEALTH ASSESSMENT



**Lucy Grey**  
Diagnosis

Age: 73  
Gender: Female  
Race: Caucasian  
Marital status: Widowed  
Religion: Lutheran  
Occupation: Not stated  
Name: Any



Stepson: Neil

View for Nursing | HEALTH ASSESSMENT



**Millie Larsen**  
Diagnosis

Age: 84  
Gender: Female  
Race: Caucasian  
Marital status: Widowed  
Religion: Lutheran  
Occupation: Retired  
Name: Any




Daughter: Drew





vSim for Nursing | PHARMACOLOGY

Wolters Kluwer Laerdal National League for Nursing



### Welcome to vSim for Nursing

## You are about to see Rachael Heidebrink

You will receive an SBAR from the night staff nurse when you click start. Rachael Heidebrink is located in the ICU Step Down Unit and her diagnosis is Pulmonary Embolism.

Your best result  
You have no previous attempts

[Need help?](#) [Watch tutorial](#) [Privacy Statement](#)

Open in full-screen mode [Start](#)





**“... I wonder where people get the impression that members of the LGBT community are dirty, sexually promiscuous people with substance abuse issues...”**

(Yes... is sarcasm)



LEARNING

This is **hard.**

LEARNING

Stay humble.



## Summary / Conclusion

DEI requires insights **personal willingness** to go beyond market learnings and insights

Inclusive products tend to be created by **diverse teams**

We need **work processes** that help and reduce the friction

The **market** will keep us honest. Listen constantly to it.

Stay **humble**. Listen. Act. (Rinse and repeat)

There is still a lot to do and learn



I believe designers can and **should**  
influence their organizations

I invite **you** to *(just)* do it





Huge props to  
Yuliia Kosheva



**Laerdal**

helping save lives