Below is a list of articles and summary descriptions on effective diversity and discrimination in health care. Use the online library to search for the complete article at https://mycampus.aiu-online.com/portal/5/library/pages/libraryhome.aspx.

Article 1


Meeting the challenges of diversity is crucial, and within health care organizations, a particularly strong case exists for a diversity strategy. The medical center featured in this article was at an important juncture in 2006. Since its founding, the organization had made notable progress toward advancing diversity and inclusiveness. On the other hand, many diversity-related problems continued. The center convened a committee to review the work of the institution in this area. The committee's report called for changes, and a Diversity Leadership Group (DLG) model was established. This article documents the progress made since 2006 through implementation of the DLG model. The changes prescribed for this medical center are presented as recommendations and challenges that other health care organizations may find applicable to their own institutions.

Article 2


Leveraging diversity to successfully influence business operations is a business imperative for many health care organizations as they look to leadership to help manage a new era of culturally competent, patient-centered care that reduces health and health care disparities. This article presents the foundation for a business case in leadership diversity within health care organizations and describes the need for research on managerial solutions to health and health care disparities. It provides a discussion of clinical, policy, and management implications that will help support a business case for improving the diversity of
leadership in health care organizations as a way to reduce health and health care disparities. Historical contexts introduce aspects of the business case for leveraging leadership diversity based on a desire for a culturally competent care organization. Little research exists on the impact that the role of leadership plays in addressing health disparities from a health care management perspective. This article provides practitioners and researchers with a rationale to invest in leadership diversity. It discusses three strategies that will help set the stage for a business case. First, provide empirical evidence of the link between diversity and performance. Second, link investments in diversity to financial outcomes and organizational metrics of success. Third, make organizational leadership responsible for cultural competence as a performance measure. To address health and health care disparities, collaborations between researchers and practitioners are necessary to effectively implement these strategies.

**Article 3**


This article provides tips for avoiding claims of discrimination when interviewing nursing candidates.