

NBDF'S HEALTH EQUITY EXPRESS

NEWSLETTER



NATIONAL
BLEEDING DISORDERS
FOUNDATION
Formerly NHF

Q4'24

For suggestions on future coverage, please email
Karina Lopez, klopez@bleeding.org and Marissa
Melton, mmelton@bleeding.org.

Cultural Humility

- Healthcare professionals must be trained to understand and respect the diverse backgrounds of individuals with bleeding disorders. This includes delivering care that is sensitive to cultural, linguistic, and personal needs to ensure that patients feel understood and valued in their treatment journey.

Addressing Social Determinants of Health

- Recognizing the non-medical factors such as social, economic, and environmental influences that can lead to disparities in outcomes for people with bleeding disorders (e.g., transportation, housing stability, education, and nutrition).

Health Equity

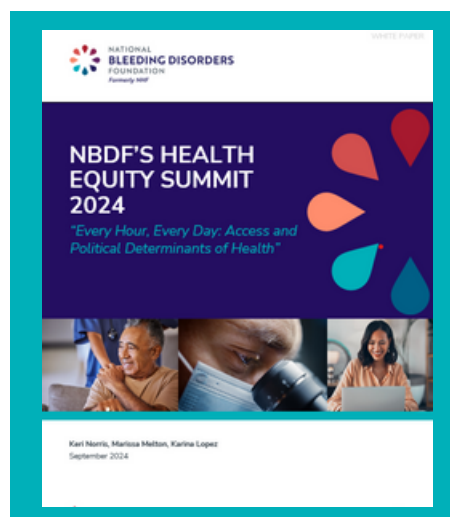
Increasing Access to Care for All

- Everyone with a bleeding disorder should have access to the appropriate diagnosis, treatment and management of services, regardless of their background or location.

Empowerment and Advocacy

- Empowering individuals with bleeding disorders to advocate for themselves and to be informed partners in their care (e.g., access to education, resources and support systems).

Scan to read our 2024
Health Equity Summit's
White Paper!



HEDI Champions- WE SEE YOU!

Exploring Cultural Perspectives Gathering

After the champions watched the documentary “Deconstructing Karen”, we asked each of them to have their own critical conversations around race, gender identity, cultural differences, and unconscious bias with 5 friends/relatives. Here are some group photos and direct quotes from champions on what this experience meant to them.



“While my friends and I never shy away from DEI conversations, we had never shared with each other our earliest experiences facing racism and how that shaped our identities.”

Jasmine Pauldurai



“They learned something, shared something and found a new level of trust by being uncomfortable.”

Dawn Rotellini



“It was good, they did not want to leave the table. They never had a conversation like that.”

Sonia Roger

Employee Resource Group (ERG) Corner

In October, the Black Heritage and Foodies & Scrubbies ERGs collaborated for a Caribbean Cooking Class! Twenty colleagues joined to learn how to make Trinidad Curry Chicken, led by Naomi Miller. This was a great collaborative experience, and sharing of culture through food! Follow [this LINK](#) to watch the recording, and make your own!

Public Health Resources

Webinar:

- [HFA's Bleeding Disorders Rural Needs Virtual Summit](#), November 12th from 1-5pm EST

Podcast:

- The Commonwealth Fund (The Dose): [Lived Experience is a Key to Health Equity](#)

Report:

- [Inequities in the Rare Disease Community: The Voices of Diverse Patients and Caregivers](#)

NBDF Department Highlight Human Resources

- **Interview Bias Training:** Emelyn is developing training to reduce bias in the hiring process, ensuring all candidates are evaluated fairly and equitably, regardless of background.
- **Onboarding Check-ins:** Emelyn is implementing additional check-ins during on-boarding to ensure new hires feel supported and that they belong, promoting a more inclusive workplace culture.
- **New Employee Engagement Survey:** Our new survey allows us to track engagement by demographics, helping us identify areas where specific groups may feel less included, so we can address those gaps effectively.
- **Neurodiversity Awareness Training:** At the next town hall meeting, we will present a training on neurodiversity, raising awareness about different learning styles to foster a more understanding and adaptable work environment.

HEDI Sponsors



sanofi

Genentech
A Member of the Roche Group

CSL Behring
Biotherapies for Life®

BIOMARIN



KEDRION
BIOPHARMA
Keep Life Flowing