Barriers and Enablers to Supporting a Diverse Workforce at the Royal Brisbane and Women’s Hospital

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Aims

1. To map the published literature on workforce diversity and inclusion
2. Inform a project at the Royal Brisbane and Women’s Hospital that aims to support the diverse needs of our staff

Methods

- A scoping review of the literature has been completed.
- A search strategy using health databases was developed with expert librarian support.
- The structured synthesis of the challenges diverse staff face in the workplace was completed, as well as successful support strategies organizations

Results

- 1012 titles identified, 324 abstracts eligible, 32 publications included
- Results themed into enablers, barriers and strategies (individual and organisational) (see Figure 1)
- Diverse needs are often not met in workplaces
- Identifying barriers and enablers can inform successful strategies
- Need to target both individual and organisational level

Conclusions

Further work is warranted to identify the specific needs of RBWH to support our Diverse Workforce. This scoping review of the literature has been used to inform a cross-sectional staff survey.

A Diverse Workforce needs support at an individual and organizational level. Successful strategies are inclusive and foster champions. Workplaces that support diversity are reported to have greater staff work satisfaction and productivity

Search terms: diversity, equity, inclusion, diversity management, cultural competence; healthcare, hospital, “Hospitals”[Mesh]; workforce, staff, "staff member", "staff members", employees, employee, workers, worker "Workforce"[Mesh]; strategy, strategies, program, programs, enabler, enablers, promoters, promoter.