

Diversity, Equity & Inclusion Executive Summary



PATIENTS

- Utilize perspective of patients to improve care
- Engage in “We Ask Because We Care” campaign
- Encourage shared health care decision-making to reach better patient outcomes
- Provide targeted initiatives to address health disparities
- Increase inclusive standards and improve access for all

Diversity, Equity & Inclusion

Intentionality coupled with our continued commitment



EMPLOYEES

- Expand diversity, equity, and inclusion education and awareness opportunities
- Highlight importance and commitment to a diverse workforce with cultural and identity celebrations, individual and institutional recognitions, and internal and external awards
- Establish Employee Resource Groups to support diversity, equity, and inclusion goals
- Partner with Human Resources to improve recruitment, build strategic partnerships, and access pipelines
- Develop a community resource network for professional and personal onboarding
- Increase integration with educational programs (*Youth Apprentices Program, Isabella Graham Hart School of Practical Nursing, College of Health Careers*)



COMMUNITY

- Strengthen health literacy, expanding Community Conversations beyond COVID-19
- Strengthen testing and vaccinations to diminish health disparities
- Engage community partners to promote health equity
- Develop a community impact report
- Identify opportunities with minority and/or women-owned business programs
- Identify funding sources for strategic opportunities



DATA

- Improve awareness on the importance of data collection and reduce gaps in sexual orientation and gender identity (SOGI) and race, ethnicity, and identity (REAL) data
- Develop dashboard with metrics for workforce planning and reporting
- Expand participation of benchmarking/ranking reports
- Utilize data to identify opportunities for targeted support and interventions to improve health equity
- Improve assessment of Patient Experience data
- Develop an annual impact report