

# EQUITY AND INCLUSION

## AT CHILDREN'S MINNESOTA



### WHO WE ARE

Children's Minnesota, which serves more than 130,000 patients annually, is committed to providing everyone the care and attention they need to be successful in health and in life. We want all who engage with us — patients, families, employees, vendors and community partners — to feel valued, respected and supported. That means having a diverse, equitable and inclusive culture that reflects the rich backgrounds of the communities we serve. Having this culture brings about better communication, improves access to care, cultivates deeper patient satisfaction, reduces health disparities and creates an engaging place to work.

### WHY WE FOCUS ON EQUITY AND INCLUSION

Children's goal is to be every family's essential partner in raising healthier children. To achieve this, we want to create an inclusive, safe environment where everyone has an exceptional experience. We are starting this effort by addressing the disparities that exist in our own hospitals and clinics — and then are working to close those gaps in our employee base, our health care professional base, our vendor mix and our leadership structure.

### HOW WE WILL ACHIEVE EQUITY AND INCLUSION

#### I.D.E.A.S. Inclusion - Diversity - Equity - Access - Solutions

##### Inclusion

When everyone can be their full selves, fully engage and be valued.

##### Diversity

Reflects the ways in which we are different and the ways we are the same.

##### Equity

Creates opportunity for everyone to do their best work and receive high quality service and care.

##### Access

Making quality employment, contracting, partnerships, services and other opportunities accessible to underserved populations and businesses.

##### Solutions

Providing equitable, inclusive and sustainable solutions that are jointly created and implemented, and geared toward long-term equity goals.



# EQUITY AND INCLUSION AT CHILDREN'S MINNESOTA

---

## PROVIDING SOLUTIONS

At Children's, we have an obligation to attract, retain, develop and promote a diverse workforce that truly aligns with our patient populations, as well as ensure there is equity in the care we provide. As a result of Children's robust relationships with colleges, universities, community organizations and others, we've been able to support a number of initiatives, including:



**Pipeline for health care careers:** We've established relationships with local programs and colleges that have an acute focus on equity and inclusion, and work with us to offer opportunities for internships in various areas at Children's Minnesota. Recent partnerships include those with Achieve Minneapolis' Step-Up program and the Dougherty Family College of the University of St. Thomas. We are also working with colleges of nursing, like St. Catherine University, to engage and recruit nurses of color at Children's. We also look forward to partnering with historically black colleges and universities (HBCUs) and other institutions to create a pipeline for more racially and culturally diverse doctors.



**Health Equity Council:** We've formed an internal group of Children's leaders and employees who have a keen focus on practices that eliminate health disparities, prevent emotional harm among our patients and employees through Safety and Learning Reports (SLRs), provide implicit bias training to leaders and look at interpersonal relationships among employees that may impact health outcomes. We look forward to expanding this Council to an external group of community partners.



**Career development and networking:** We've established employee resource groups (ERGs) designed to promote recruiting, retention and professional development for Children's employees. Children's has also partnered with leading Minnesota companies to create networks of ERG leaders to enhance inclusion and equity efforts, and promote community enrichment and development throughout the metro area.



**Equity and Inclusion Scorecard:** In an effort to build a workforce that reflects the communities we serve and helps us cultivate a more inclusive and equitable environment, we are providing our leaders with a comprehensive scorecard that allows for the opportunity to review, analyze and track their overall performance on specific equity and inclusion metrics. Those metrics will focus on the representation of our staff, retention and turnover rates, as well as supplier diversity and health equity metrics.



**Equity action:** Children's CEO Dr. Marc Gorelick has joined more than 750 CEOs from across the country in a call to action to advance diversity and inclusion in the workplace and share best practices as part of the CEO Action Network. Children's also hired its first Chief Equity and Inclusion Officer, James Burroughs, who has a breadth of experience around equity and inclusion and its strategic implementation in both the public and private sector.



**Business partner diversity:** Children's is committed to investing in the communities it serves, and is implementing a supplier diversity strategy focused on identifying diverse businesses and creating opportunities for those companies to work with Children's. We are also a member of the North Central Minority Supplier Developmental Council, the Women's Business Development Center and Quorum. By investing in community businesses, we will grow and develop the economy of those communities.

## HOW TO GET INVOLVED

For more information, please call 952-992-5740 and ask for James Burroughs or email the equity and inclusion team at [equity.inclusion@childrensmn.org](mailto:equity.inclusion@childrensmn.org).