



# Building a Strategic Plan for Diversity, Equity and Inclusion

## The Opportunity

Given the broad scope of our hospital's enterprise and diversity initiatives that are already underway, a **collective** and **shared** enterprise-wide strategic vision and plan for diversity, equity and inclusion are necessary. An agreed upon plan for its implementation and sustainability needs to be woven into the core tenets of our hospital's mission.

### Stakeholders Needed to Advance this Strategic Plan:

**CEO & President/COO**

#### Our Disparities Leadership Program Team

**Medical Director & Administrative Director, Office of Health Equity and Inclusion**

**Chief Nursing Officer & Director for Nursing Diversity Initiatives**

**Chief Experience Officer**

**Office of Faculty Development**

**Human Resources**

**Health Affairs**

**Diversity & Cultural Competency Council**  
*Multidisciplinary faculty, staff & trainees from across our hospital.*

## Needs Assessment

### Internal Data Analysis

- › **Faculty and Staff** employee engagement survey
- › **Nursing Staff** informational interviews
- › **Physician and Trainee** experience from the Harvard Medical School Task Force on Diversity and Inclusion
- › **Patient and Family Voices** from patient experience surveys



### External Benchmarking

- › We consulted "**thought leaders**" in pediatric health equity, diversity and inclusion from pediatric and adult medical centers.

**Key Themes**

- Engage Senior Leadership and Executive Management
- Organizational change takes time
- Seek patient and community input & feedback
- Weave diversity, equity and inclusion into all of the annual hospital goals

## Looking Forward

**Focus on equity in patient and family experience and employee engagement**

### Implementing and sustaining equity, diversity and inclusion initiatives throughout Boston Children's Hospital:

- ✓ Establishment of Office of Health Equity and Inclusion (2017)
- ✓ Enhanced role of Director of Nursing Diversity Initiatives (2018)

### Academic and Professional Development

- ✓ Annual Pediatric Health Equity Educational Symposia
- ✓ Pipeline programs to increase the numbers of diverse health care providers
- ✓ Funding to advance scholarship for improving pediatric health equity, diversity & inclusion

Possible downstream effects: *improvements in the diversity, recruitment and retention of our workforce and in the patient and family experiences.*