

Building & Sustaining Cultural Competency and Healthcare Equity

Medical Staff Orientation

Presented By: Brenda E. Snipes, MBA, Director, Diversity & Inclusion

CODI Mission

The **Corporate Office of Diversity & Inclusion (CODI)** supports the system's *commitment to treat everyone with respect and dignity* while appreciating and embracing the differences as well as the similarities that exist among us, so that RWJBH continues to *provide high quality, safe, equitable, culturally-competent, patient-centered care* to its diverse patients and communities.

We are committed to:

- Patient Non-Discrimination
- Equal Visitation
- Employment Non-Discrimination

Regardless of Race, Ethnicity, Age, Language, Abilities, Gender, Gender Identity, Gender Expression, Sexual Orientation or Religion



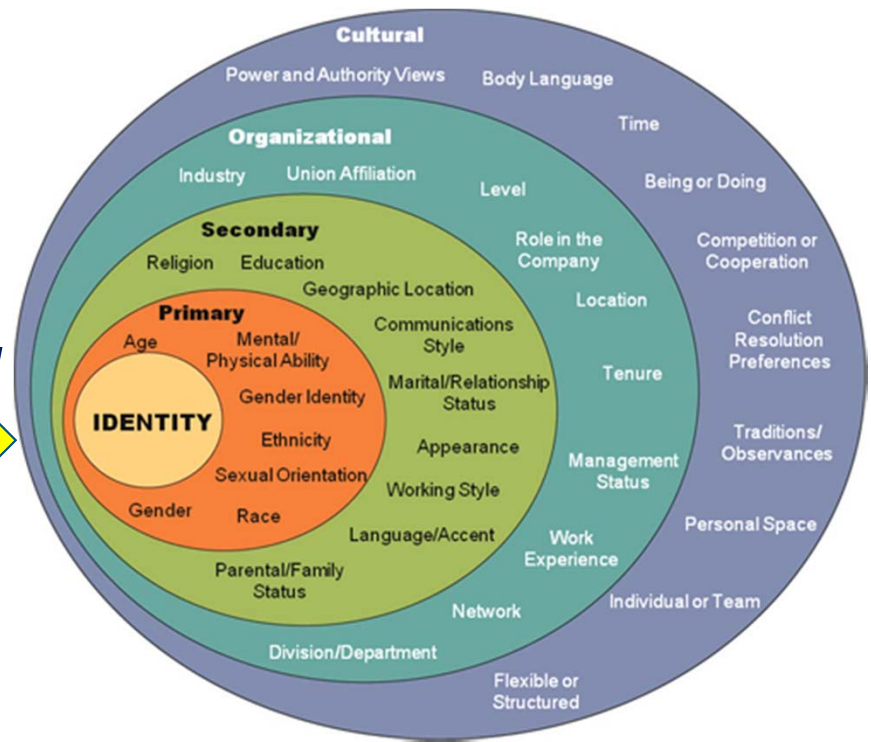
Diversity & Inclusion Pillars



Unconscious (“Implicit”) Bias

- **Race and Ethnicity** (as of July 2016)
 - White alone, not Hispanic or Latino - 55.8%
 - Hispanic or Latino - 20%
 - Black or African American alone - 15%
 - Asian alone - 9.8%
 - Two or More Races - 2.2%
- **Age and Gender**
 - 18-64: 62.5%
 - 65+: 15.3%
 - Female: 51.3%
 - Male: 49.7%
- **Other**
 - Foreign Born - 21.8%
 - Language other than English spoken at home - 31%
 - Persons without Health Insurance, less than 65 - 9.2%
 - Persons in Poverty - 10.4%

7/11
→



The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Key Takeaways

- We work with and serve a “***Diverse Community***” of ***healthcare professionals and patients***”
- We have made a ***commitment to treat everyone with respect and dignity*** while appreciating and embracing the differences as well as the similarities that exist among us.
- Doing so ensures RWJBH continues to ***provide high quality, safe, equitable, culturally-competent, patient-centered care*** to its diverse patients and communities.

CONTACT INFORMATION

Brenda Snipes, MBA

Director, Diversity & Inclusion

CMC Office of Diversity & Inclusion

brenda.snipes@rwjbh.org

(732) 557-2406 or Internal - 12406

Patrick Ahearn

Chief Executive Officer

Community Medical Center

patrick.ahearn@rwjbh.org

Trina Parks, MHA, FACHE

Chief Diversity Officer

Corporate Office of Diversity & Inclusion

trina.parks@rwjbh.org