

RWJ's Board of Trustees has adopted diversity and inclusion as a core value to RWJ's mission. Updates on diversity and inclusion are provided to Hospital Trustees seven times per year.

RWJ has strong diversity leadership under President and CEO Stephen K. Jones. He was the organization's first Chief Diversity Officer and is the executive sponsor of RWJ's veteran's business resource group. He meets regularly with resource groups and is a visible proponent of diversity and inclusion.

The integrated diversity and inclusion strategy is planned and implemented by the Center for Diversity and Inclusion and is integrated into RWJ's operational goals. Successful implementation of the plan is linked to leadership compensation. RWJ Chief Diversity Officer Ryan Parker leads a "shared accountability" approach to embed diversity and inclusion into RWJ business operations.

RWJ is a leader in promoting and advancing minorities and women in executive positions. Since implementing the first diversity and inclusion plan in 2012, underrepresented minorities in executive leadership positions increased by 34%. And, 42% of RWJ's executive leadership team is women—a 4% increase from 2012.

The organization has six employee-led business resource groups. More than 5% of employees are members of at least one business resource group. Each group is assigned one executive sponsor.

RWJ collects data pertaining to patient race, ethnicity, and language preferences to identify, reduce, and ultimately eliminate disparities. Quarterly, metrics pertaining to quality, safety, and patient satisfaction are stratified, accessed, and reported to senior leadership.

RWJ has a well-developed supplier-diversity program with nearly 10% of our annual spend devoted to contracts with minority and women-owned businesses. Supplier-diversity performance is audited and reported to senior leadership on a quarterly basis. Supplier diversity is required for all top tier vendors and compensation is linked to procurement management for achieving supplier-diversity results.

In addition to providing telephone translation services, RWJ has a well-developed employee-medical interpreters program. Each interpreter is required to complete 40 hours of training in order to be certified.

Since 2012, RWJ has engaged more than 1,200 employees in diversity training annually.

Since 2000, RWJ has partnered with the New Brunswick Health Sciences Technology High School to provide exposure to healthcare careers and provide internships to high school students from diverse backgrounds through our Health Professions Scholars Program. Today, more than 40 past participants of the program are employed at RWJ in positions—ranging from administrative and paraprofessionals, administrative staff to head nurses and pharmacists.

For nearly 25 years, RWJ has had a very robust Community Health Promotions Program which services the diverse needs of underserved communities. In partnership with St. Peters University Hospital, the hospital implemented its first Community Health Improvement Plan in 2014.

RWJ's has received several awards and designations for its efforts in diversity and inclusion—including: 2014 The New Brunswick Branch of the NAACP's Reginald F. Lewis Corporate Diversity Award; 2014 American Hospital Association Best in Class for Diversity Management and Strengthening the Workforce Designee; the 2013 Social Stewardship Team Award for Supplier Diversity by the Source Magazine; 2015 American Hospital Association Equity of Care Award Winner; No. 19 in Diversity MBA Magazine's 2015 rankings for 50 Out Front Companies for Diversity Leadership.