Legacy Health

Diversity in Action

Goal: Strengthen the Diversity of our Workforce

- **Workforce:** We strive to recruit, develop and retain a talented, diverse workforce that mirrors the diversity of the communities we serve, which allows us to improve our understanding of- and better meet- the needs of our patients and their families. Below are statistics on a few of the aspects that demonstrate the diversity of our approximately 9,700 employees.
 - -16.4% people of color comprise Legacy's overall workforce.
 - -20.1% of new hires in the last year were people of color.
 - -Women hold 68% of positions at the Manager level and above, 39% at the VP level and above, and comprise 78.5% of Legacy's total workforce.
- **Recruitment:** We welcome different perspectives, thoughts and ideas, and consider these differences an organizational asset. We believe that a balanced portfolio of employees will benefit our organization by providing diverse ideas and ways of thinking. As such, we have made concerted efforts to fill underrepresented positions and partner with various organizations to increase the pipeline of diverse talent. We proactively recruit from career fairs, community events, and innovative pipeline programs and partnerships.
 - -We have established 14 new recruitment partnerships with organizations that focus on placing minorities, women and people with disabilities.
 - -In partnership with Incight and OVRS Staffing Solutions, we hosted the first *Meet Business Healthcare* job-networking event, which drew in around 125 attendees and other local healthcare employers, to introduce people with disabilities to opportunities in healthcare.
- Employee Resource Groups (ERGs): Legacy formed ERGs for the first time in our history this
 year. ERGs provide a mutually beneficial relationship to Legacy and its staff. Open to all employees
 and volunteers, these groups foster inclusion by giving individuals a chance to create communities,
 connections, and a greater sense of belonging while supporting the diversity and business goals of
 Legacy. Our Black/African American, Hispanic/Latino and Lesbian Gay Bisexual Transgender
 (LGBT) ERGs are forming this fall.
- **Employee Voice on Inclusion**: Results of an organization-wide survey *Our Voice* regarding diversity showed that:
 - -80% of all Legacy employees agreed that Legacy makes it easy for people from diverse backgrounds to fit in and be accepted.
 - -84% of all Legacy employees agreed that diverse voices and perspectives are represented and welcomed in their unit.
 - -When segregated by demographic data, these percentages were sustained.
- **Diversity Calendar:** We develop and publish a calendar of various heritage events and celebrations throughout the year with our employees and our employee-based committees in order to support and celebrate awareness throughout the organization.

