

**HASC Diversity , Health Equity and Inclusion
Organizational Structure
Survey Summary (Updated 8/30/21)
Respondents = 12**

Survey Participants

California Hospital Medical Center	Loma Linda University Health
Cedars Sinai Medical Center	Martin Luther King Community Hospital
City of Hope Medical Center	MemorialCare
Cottage Health	Methodist Hospital of Southern CA
Huntington Hospital	Stanford Health Care
Keck Medicine of USC	Sutter Health

1 How is the Diversity, Equity and Inclusion function organized at your organization?

Responses

Reports to the EVP of Transformation and CEO and is a member of the Executive Leadership Team
Our Diversity, Equity, Inclusion and Belonging committee is a sub-committee of our Hello Humankindness Committee. It is composed of Community Health, Human Resources and Mission Departments and supported by other departments
The D&I Manager who works with a Cultural Competence Diversity & Inclusion Council to administer DEI objectives.
Currently the work is being completed by IDHE team members. Launching cross functional Council and Coalition this year.
The Diversity Council at Loma Linda University Health is chaired by the President and is a cross functional group from across the entire campus.
DEI Task Team led by CEO; DEI Employee Task Team organized by Associate CNO and Employee Experience Director (we are doing our internal employee recruitment campaign now for this); Recruiting for Director of Inclusion & Diversity. Once hired, this position will hire a support position of a Inclusion & Diversity Coordinator or Specialist
Currently the work is being completed by members of an interdisciplinary steering committee and supported by staff from Human Resources.
We have an office of Diversity and Inclusion as well as D&I Executive Steering Committee
DEI is a steering committee that reports to the CEO and Executive Leadership Team. Exec sponsor is Chief Transformation Officer.
Reports to the CEO, and is part of the executive management team
Under Service Excellence and partially with HR.
DEI sits within HR under Organizational Development

2 How many DEI staff are employed at your organization?

Responses

7 + 2 in Community Benefit
There are certain key employees that dedicate part of their time to our hospital DEI, however, there is no assigned position solely dedicated to the DEI.
The D&I department is comprised of 2 employees.
Currently 3 and expanding to 6 by October
There are no separately hired DEI personnel, with programming planned by the Council and implemented by the regular HR staff.
In recruitment process, but plan to have 2
None today, however we are currently recruiting a Chief Diversity Officer
We have a Chief Diversity and Inclusion Officer and a D&I Program Manager currently.
0 fully dedicated DEI staff, 18 Director/Exec level committee members
One VP, but planning to hire staff
None that are dedicated; absorbed in several departments
Currently 1

3 Is the DEI function (Stand-Alone, A subset of another department, Outsourced to some extent, Completely outsourced, A committee or A cross-functional team)?

Responses

Stand-alone
Committee
The D&I department reports into Talent & Change Management
Currently the DEI function is part of Human Resources
The support work for this committee is done by the HR department.
It will be under the HR umbrella as its own department
Currently the DEI function is completed by a steering committee led by a senior executive. Their work is supported by a retained consulting firm.
The Executive Steering Committee consists of senior executives and medical staff leaders to support the D&I work. Our foundation, medical staff, human resources, academic, training, etc. all have workgroups for their areas. For example, these may support affinity groups dedicated to particular subsets of physicians in the foundation or medical staff, nursing, research, etc.
Cross functional committee
A department that is part of hospital administration
A subset of many departments.
Under HR/OD

4 What is the title and management level of the head of your DEI function?

Responses

SVP and Chief Diversity, Equity & Inclusion Officer
Co-chairs, including Community Health manager & Mission Director (SLT)
Manager
Chief Inclusion, Diversity & Health Equity Officer reporting to the CHRO
President/CEO
Director of Inclusion & Diversity
Chief Diversity Officer will report to the Chief Executive Officer
Chief Diversity and Inclusion Officer who reports to the SVP of HR.
SVP, Chief Transformation Officer
VP, Enterprise, Diversity, Equity, and Inclusion
Director of Service Excellence/ VP of HR
Director, Organizational Development