

# Legacy Health

## Diversity in Action

### Goal: Strengthen our Workforce Diversity

- **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 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.
  - 18.22% people of color comprise Legacy's overall workforce.
  - 23.17% of new hires in the last year were people of color.
  - Women hold 69% of all leadership positions, 50% at the Executive Leadership level, and women comprise 77.7% 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 numerous recruitment partnerships with organizations that focus on placing minorities, women and people with disabilities.
- **Employee Resource Groups (ERGs):** Legacy formed ERGs for the first time in its history in 2011. 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 efforts at Legacy and building a more inclusive workplace. The five ERGs are: Asian/Pacific Islander-Hawaiian, Black/African American, Hispanic/Latino, Lesbian Gay Bisexual Transgender (LGBT), and Veterans. These groups have spent numerous hours promoting diversity within Legacy and to the public. The combined membership of these ERGs is approximately 150.
- **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 Day:** A common diversity day is celebrated at each site annually and this is the 3<sup>rd</sup> year of this collaborative event of all our site appreciation committees and the ERGs.

