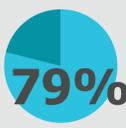


# THE POWER OF DIVERSITY AND INCLUSION IN HEALTHCARE TALENT MANAGEMENT

Healthcare focuses on providing quality care to every patient, no matter who they are. Diversity and inclusion are the cornerstones of quality patient care in health systems, as 32% of patients are minorities.<sup>1</sup>



HOWEVER, MINORITIES MAKE UP SMALL PERCENTAGES OF HEALTH SYSTEM LEADERSHIP:



Many hospitals recognize this discrepancy, and are working to change it. In fact, 79% of hospitals educate clinical staff during onboarding about addressing cultural and language differences with patients.<sup>3</sup>

But true equality, respect, and unity depend on diverse leadership AND workforces.



## HOW CAN HEALTH SYSTEMS CREATE AN ATMOSPHERE OF RESPECT AND UNITY?

To create a diverse and inclusive workforce and patient experience, health systems should bring on staff from all different backgrounds, regardless of race, religion, nationality, age, gender, sexual orientation, or veteran status.

This begins with healthcare talent management.



## WHAT IS DIVERSITY AND INCLUSION IN HEALTHCARE TALENT MANAGEMENT?

Healthcare talent management goes beyond the walls of a healthcare facility. Truly diverse and inclusive workforces are formed by:



Inclusivity among communities



Vendors dedicated to internal diversity



Vendors who support health systems' diversity goals



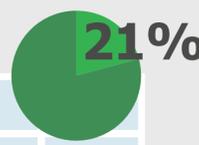
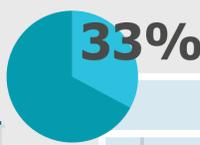
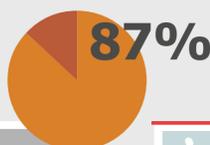
Vendors who recruit diverse candidates

Health systems stand to benefit from diversity and inclusion, even gaining a competitive edge in the process.

Teams with gender, age, and ethnic diversity make better decisions up to 87% of the time.<sup>6</sup>

Health systems with a good mix of ethnic backgrounds are 33% more likely to outperform the competition in profitability.<sup>5</sup>

Health systems with a good balance of men and women are 21% more likely to outperform the competition.<sup>4</sup>



## HOW TO SUPPORT DIVERSITY AND INCLUSION WITH YOUR CORE TALENT MANAGEMENT STRATEGY

### Leverage workforce technology across all modalities.

A vendor management system (VMS) increases visibility into your workforce, and aligns your contingent workforce with your core employees for a consistent diversity and inclusion strategy among all workers.

### Increase diverse supplier pools.

Prioritize working with vendors committed to diversity and inclusion in their own companies and focused on recruiting diverse candidates.

### Seek accreditation from diversity-focused organizations.

- Diversity standards of the Liaison Committee on Medical Education
- Diversity standards of The Joint Commission
- Minority/Women-Owned Business Enterprises (MWBE)
- Office of Federal Contract Compliance Programs

### Partner with experts.

VMS firms can match you up with vendors who can help you meet your diversity and inclusion goals.



## MEDEFIS FORGES MEANINGFUL CONNECTIONS WITH DIVERSE VENDORS

Medefis can help your health system form beneficial partnerships with vendors by:



- ✓ Recommending vendor partners with the resources to meet your diversity goals
- ✓ Acting as a liaison with vendor partners to ensure they follow requirements
- ✓ Supporting your system to ensure success and continual improvement
- ✓ Helping you navigate changing workforce needs and creating vendor pools
- ✓ Capturing and analyzing all data for reports, audits, and management
- ✓ Providing VMS technology to increase workforce transparency



ARE YOU READY TO INTRODUCE DIVERSITY AND INCLUSION INTO YOUR TALENT MANAGEMENT STRATEGY, OR TAKE YOUR CURRENT PROGRAM TO NEW LEVELS OF SUCCESS?

CONTACT MEDEFIS TODAY.

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