



Connecticut Children's

Diversity, Equity and Inclusion
Declaration



Our Journey

Connecticut Children's is on a journey to foster a more welcoming and inclusive culture for our team members, patients, families and community partners. We pledge to work together to address racism, discrimination and bias, and to advance equity. When we listen to each other, respect each other, and hold different perspectives in the highest regard, we embrace the opportunity to create sustainable change that will define our future success.

Our Belief

There is an urgent and essential need to embed equity and inclusion deeply within our culture.

We aim to create a truly diverse and welcoming organization that is:

- representative of the families and communities we serve;
- genuinely respectful and supportive of all people; and
- actively and passionately committed to combatting and eradicating all forms of racism, discrimination, and bias.

There is no time to lose!



A statement from our leaders

"Diversity, equity, and inclusion is vital to our mission."

COVID-19 has shone a harsh light on health inequities that exist in our communities. In addition, tragedies across the country have prompted a deep reflection on the public health crisis of systemic racial and social injustice. We are committed to addressing the root causes of racism, discrimination and bias to create a healthier future.



Our aspiration



Connecticut Children's
is a place
where we all feel
respected,
a sense of belonging,
and empowered
to be the best we can be
in service to our mission
and each other.

What we mean by diversity, equity and inclusion

Diversity

An outcome

Understanding, welcoming, and valuing differences among people, including but not limited to:

- Different races, ethnicities, genders, ages, religions, abilities and sexual orientations
- Differences in education, personalities, skill sets, experiences and knowledge bases

Equity

An approach or process

Ensures everyone has access to the same opportunities:

- Recognizes that we do not all start from the same place because advantages and barriers exist
- Acknowledges uneven starting places and seeks to correct the imbalance

Inclusion

An outcome

Collaborative, supportive and respectful environment that increases the participation and contribution of all:

- Removes all barriers, discrimination and intolerance
- Everyone feels supported and a sense of belonging

Our commitments

We believe that respect fosters inclusion and enables a sense of belonging, which empowers people to fulfill their potential.

Respect



Belonging



Empowerment

- We commit to treating everyone with fairness and equity.
- We commit to creating a culture where people feel safe to speak up and know their voices are heard.
- We commit to creating a place where all feel they belong.
- We commit to creating an environment where all patients and families feel equally welcomed and cared for.
- We commit to building tools and safe spaces needed to confront and address racism, discrimination and bias.
- We commit to creating a place where all can fulfill their potential.



Our approach

Diversity, Equity and Inclusion Journey

Our path building our foundation and impacting our culture.

Build

Strengthening our culture by understanding our current state and imagining our future state

Listen

Embracing team member voices through culture audit and assessment and ad-hoc work groups

Plan

Recruiting executive champions and pillar leads to develop diversity, equity and inclusion initiatives based on what we heard

Act

Executing prioritized diversity, equity and inclusion initiatives and developing sustainability plans for this work

Measure

Developing diversity, equity and inclusion dashboard and metrics to track impact and ensure success



What this means for the people we work with and serve

Embedding equity and inclusion in Connecticut Children's
and building a diverse organization helps us
achieve our mission and positively impacts our:

Workforce:

Our Team Members

Building a diverse workforce that leverages the unique talents
and abilities of each individual

Workplace:

Our Culture

Fostering an inclusive work culture where everyone is valued for
who they are and for their contributions to the organization

Marketplace:

Our Patients, Families & Community Partners

Ensuring all patients, their families, and our community partners
feel equally respected and served



How we embed diversity, equity and inclusion in all we do

Diversity, Equity and Inclusion Framework

These nine pillars define the key focus areas of our work.
Each pillar has an executive management sponsor and a team member pillar lead.

Strategic Staffing

Attracting outstanding diverse talent

Governance & Leadership

Creating the structure that oversees our work

Retention & Engagement

Connecting to the hearts and minds of our team members

Culture Audit & Assessment

Understanding our current state and identifying strengths and opportunities

Analytics & Metrics

Measuring and interpreting the impact of our work

Compliance & Issue Resolution

Developing and implementing a consistent process to raise and address concerns

Education & Awareness

Building knowledge, skill, and comfort

Community Action

Joining with community partners to promote health and well-being

Patient Healthcare Inequities

Identifying and addressing disparities in healthcare access and outcomes

Connect with us

Learn more about our diversity, equity, and inclusion work:

- Website:
<https://www.connecticutchildrens.org/diversity-equity-and-inclusion/>
- Intranet (internal):
<http://intranet.connecticutchildrens.org/diversity-equity-inclusion>

For more information contact:

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Learn more about Connecticut Children's:

Connecticut Children's is the only hospital in Connecticut dedicated exclusively to the care of children and ranked one of the best children's hospitals in the nation by U.S. News & World Report and a Magnet® designated hospital. Connecticut Children's provides more than 30 pediatric specialties along with community-based programs to uniquely care for the physical, social, and emotional needs of children. Our team of pediatric experts and care coordinators bring access to breakthrough research, advanced treatments for both rare and common diseases, and innovative health and safety programs to every child. Connecticut Children's is a not-for-profit organization with a mission to improve access to healthcare for all children through convenient locations, care alliances and partnerships.

