



Source: Biomed Central



March 2020. Source: CNN



May 2020. Photograph by Xena GoIm an. Source: Minneapolis St Paul Magazine



WE BELIEVE
BLACK LIVES MATTER
LOVE IS LOVE
FEMINISM IS FOR EVERYONE
NO HUMAN BEING IS ILLEGAL
SCIENCE IS REAL
BE KIND TO ALL

Source: Amazon.com



Source: ShondaLand.com



Source : Spencer Platt/Getty Images



June 2020 .Source :Crosscut.

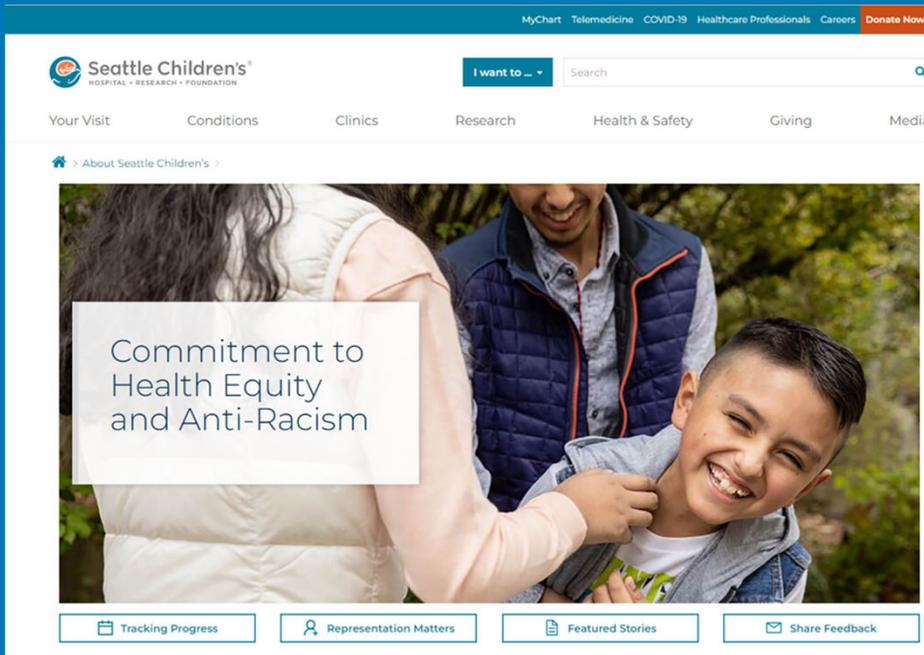
**together
we must**

start change
demand justice
admit we can do more
stand as one
right wrongs
listen and create a better future
end racism.

and together we will.

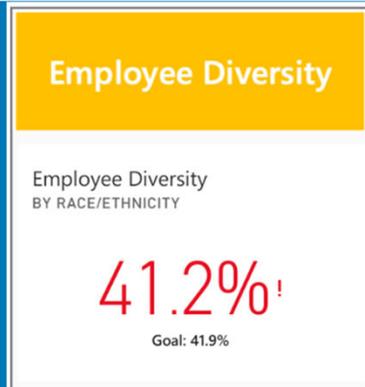


June 2020 . Source : Coca-Cola Company



December 2022 progress update

The FY23 goal of 43.4% racial and ethnic diversity is tracked through quarterly milestones. The Q1 goal of 41.2% was not met with a result of 41%. Ongoing work to increase employee diversity is an org-wide effort and it is important to follow inclusive and equitable hiring practices as we move forward in reaching our goals. A Director of Retention and Engagement was hired to support our focus on retention and to improve onboarding and integration of new workforce members.



Employee Diversity

Outcome measure

Increase employee diversity by race/ethnicity by 3% to 43.4% through hiring and retention strategies to further reflect Seattle Children's patient population.

Source: <https://www.seattlechildrens.org/about/commitment-anti-racism/>



December 2020. Source: New York Times



Source: Columbia University

April 2022

New Survey Shows That Up To 47% Of U.S. Healthcare Workers Plan To Leave Their Positions By 2025
Forbes.Com



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Invited Commentary | Equity, Diversity, and Inclusion



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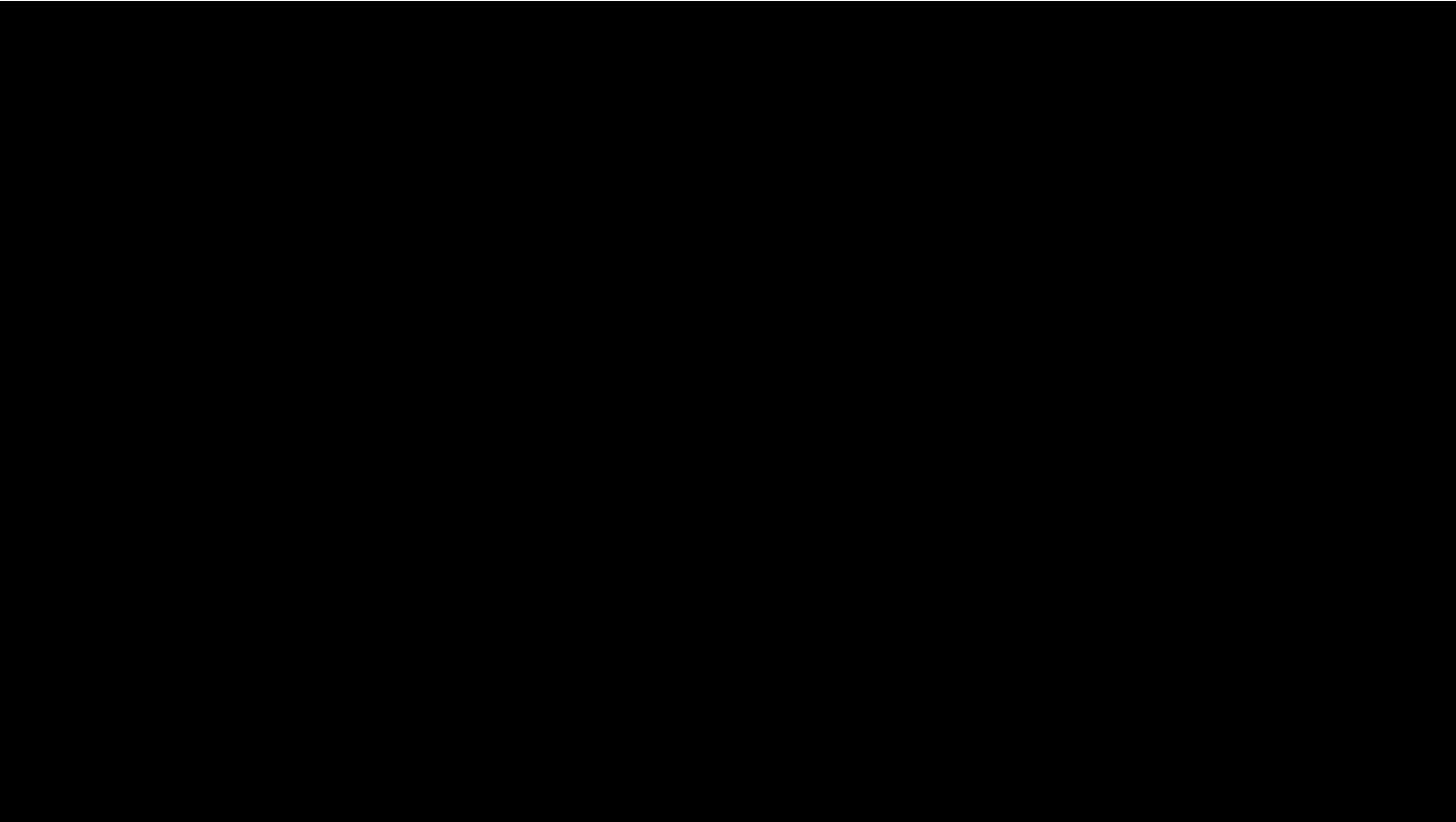
April 14, 2023

Increasing Representation of Black Primary Care Physicians—A Critical Strategy to Advance Racial Health Equity

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Session 6
**Advancing Diversity, Equity, and Inclusion in
Serious Illness Care**

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Anne Kelemen, Social Work Hospice & Palliative Care Network
**Wendy-Jo Toyama, American Academy for
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