



Corporate Office of

Diversity, Equity & Inclusion

RWJBarnabas
HEALTH



A Message from the Vice President, Corporate Office of Diversity, Equity & Inclusion

At RWJBarnabas Health, we are proud to be the most comprehensive academic health care system in New Jersey, the fourth most diverse state in the country. Every day, we strive to create an equitable environment in which to work and receive care, to champion a diverse workforce and to foster an inclusive setting to improve the health of the diverse patient communities we serve.

We embrace the diverse values and beliefs, life experiences and behaviors of our patients, physicians, employees and communities. It is our practice to treat every person with respect and dignity, by tailoring health care delivery and work experiences to meet the social, cultural and linguistic needs of our patients and employees, respectively. Our Diversity, Equity and Inclusion leaders at the corporate and local levels guide RWJBarnabas Health to ensure this is achieved in every aspect of our organization's operations; however, our goal of achieving a safe and equitable RWJBarnabas Health requires individual reflection and effort to learn and grow, to overcome biases, and to look at every situation through lenses of cultural humility and equity.

Together, we create real change in employee experience and patient outcomes.

A handwritten signature in black ink, appearing to read 'Suzette Robinson', written in a cursive style.

Suzette Robinson, MHA
Vice President and Interim Chief Diversity,
Equity and Inclusion Officer



Our Diversity, Equity and Inclusion Objectives

In alignment with RWJBarnabas Health System's objective to advance the overall health of our diverse populations, the Corporate Office of Diversity, Equity, and Inclusion aims to treat everyone with respect and dignity while appreciating and embracing the differences as well as the similarities that exist among us, so that RWJBH continues to provide high quality, equitable, culturally-competent, patient-centered care to its diverse patients and communities.

The Diversity, Equity and Inclusion Pillars

To sustain our DEI objectives and vision and to measure the work of the Office of Diversity, Equity & Inclusion, we are guided by six strategic pillars that ensure we embrace everything that makes our patients, physicians and employees unique. In doing so, we provide high quality, equitable, culturally humble and competent care to our patients and our communities.





The commitment of RWJBarnabas Health to Diversity, Equity & Inclusion (DEI) is reflected in the work we do every day to build a diverse workforce and to nurture a sense of inclusion and belonging for every employee at every RWJBarnabas Health location.

Leadership and Workforce

RWJBarnabas Health is committed to creating and maintaining a diverse, equitable and inclusive governing body and workforce.

Over 75

diverse Board of Trustees
have joined RWJBarnabas Health

since **2017**

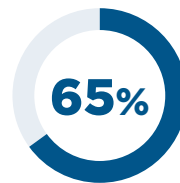
Leadership Diversity | Directors and Above *(between 2022 and 2023)*



Internal Leadership Promotions identified as BIPOC



Internal Leadership Promotions were Women



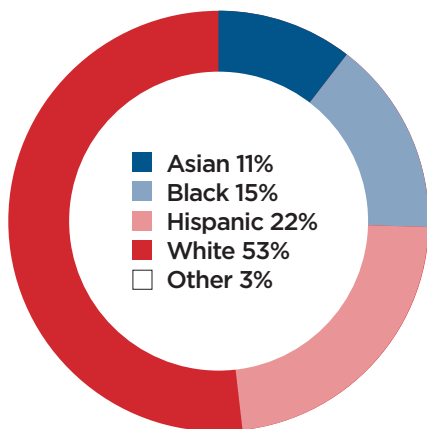
Increase in BIPOC Hiring

_____ in 2023 _____

**Black, Indigenous, and People of Color*

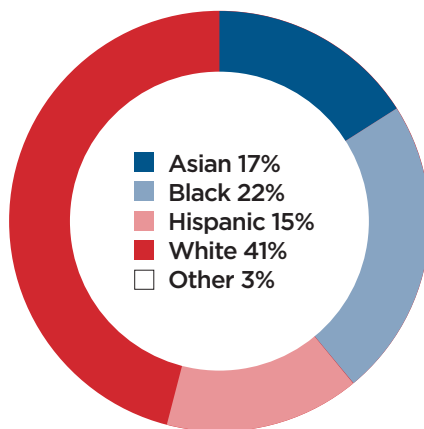


State of New Jersey
9,260,817



**US Census Bureau 2022*

RWJBH Workforce
40,863



**Overall Workforce December 2022*

**Workforce
Diversity
Compared to the
Population of
New Jersey**

Employee Business Resource Groups (BRGs)

In 2016,
RWJBarnabas Health
was home to
7 BRGs

53 BRGs
are currently
engaging and supporting
employees across the system.

569
BRG events and programs
were held across
RWJBarnabas Health in 2023.



“Without these BRG programs, I would not be where I am today. Joining the Emerging Leaders Network has been a transformative experience for me, professionally and personally. This resource group has provided me with invaluable insights and skills for my career growth and connected me with a diverse community of ambitious and supportive professionals. The mentorship, networking opportunities, and successful initiatives have equipped me with a broader perspective to excel in my career, shaping my professional journey. I am deeply grateful for the Emerging Leaders Network’s impact on my career path.”

— Mark T.



“The Black Professional Network (BPN) BRG has inspired and supported me in my professional journey. Joining the BPN BRG and serving as the Chairperson has allowed for my personal professional growth as I have taken on a new role. The BPN was a safe space for me to gain employee engagement while I was on the journey of seeking a new career position.”

— Natasha A.



“Our Upward Bound BRG at Monmouth Medical Center creates opportunities for our front-line service workers to grow and prosper in their profession. We create an environment to discuss opportunities and skills they need to help them take that next step. I am proud to be a part of our BRG!”

— Dana L.



“As a PROUD BRG member I have been able to connect and align with my fellow professional colleagues in supporting our LGBTQ+ members while simultaneously creating an inclusive and diverse environment where we can all feel seen, heard and respected in the workplace.”

— Veronica M.

The RWJBarnabas Health Corporate Office of Diversity, Equity and Inclusion held its **third Annual Business Resource Group Summit on Wednesday, November 8, 2023**, at the RWJ Conference Center located in Hamilton. The Summit provided professional development and networking opportunities for over 80 BRG Chairs and Co-chairs who lead RWJBarnabas Health’s 53 BRGs. The event featured power networking, an impactful keynote address and presentations by BRG leaders to share their successes and best practices.



Learning Together

To support the creation of a sustainable, effective, efficient and empathetic organizational culture that values the needs of all individuals, three new system-wide NetLearning trainings were launched in 2023.

Microaggressions in the Workplace module

(launched December 2023)



63% of RWJBarnabas Health employees completed the Cultural Competency & Humility module



69% of RWJBarnabas Health employees completed the Unconscious Bias module



72% of new employees completed LGBTQ+ sensitivity training
(June - December 2023)



93% of Patient Access Representatives completed SOGI training



Our employees' continued commitment to ensuring that RWJBarnabas Health is a diverse, equitable and inclusive place to work and receive care is demonstrated in recognitions by national organizations and ongoing efforts to ensure high-quality, accessible health care for all.

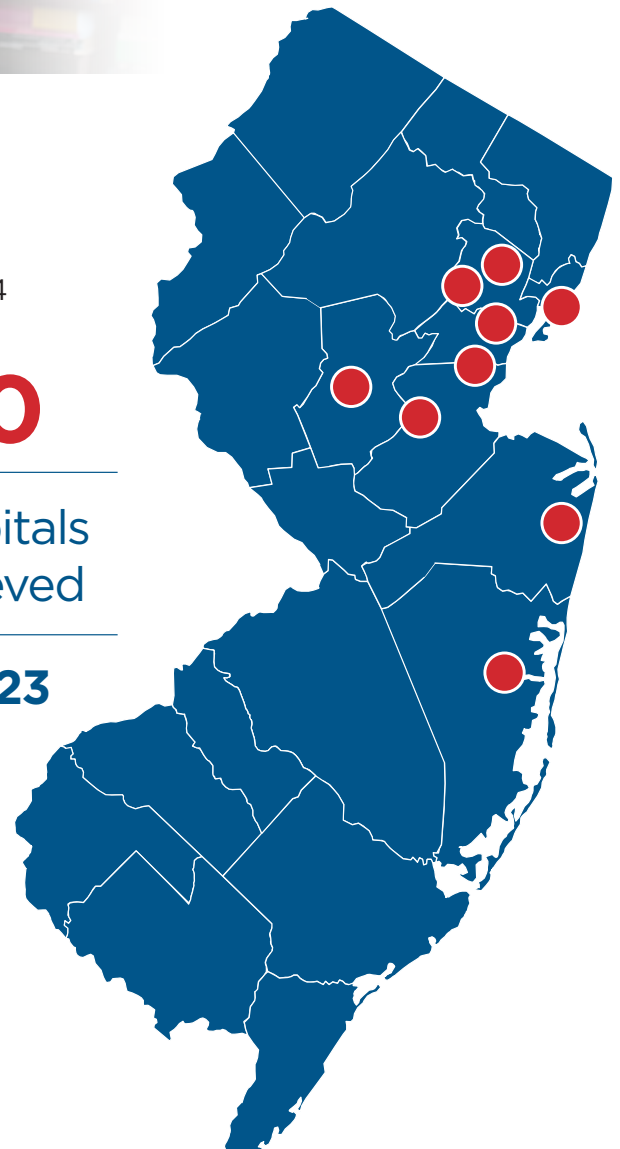
Recognitions & Certifications

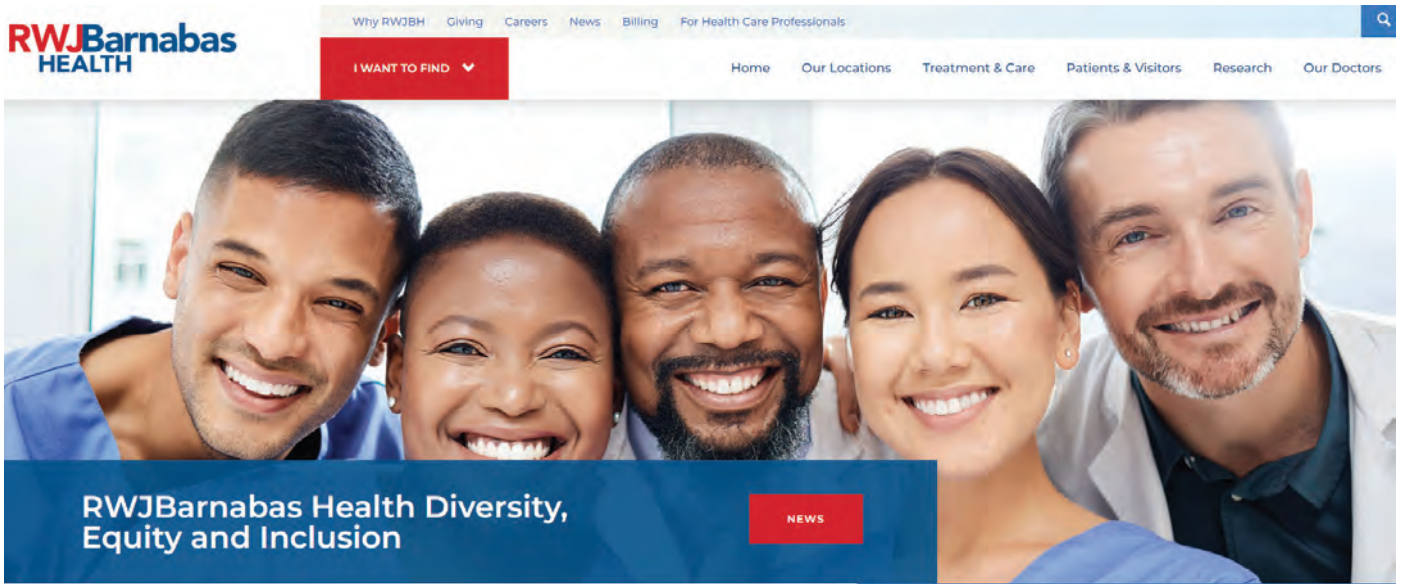
- **Newsweek's Greatest Workplaces for Diversity** 2023 & 2024
- **Health Equality Index**
 1. Children's Hospital of New Jersey at Newark Beth Israel Medical Center
 2. Community Medical Center
 3. Clara Maass Medical Center
 4. Cooperman Barnabas Medical Center
 5. Jersey City Medical Center
 6. Monmouth Medical Center
 7. Newark Beth Israel Medical Center
 8. Robert Wood Johnson University Hospital
 9. Robert Wood Johnson University Hospital Rahway
 10. Robert Wood Johnson University Hospital Somerset

10

hospitals
recieved

2023





A New Digital Connection to Every Patient We Serve

In 2023, the Corporate Office of Diversity, Equity & Inclusion proudly launched a refreshed website that included new resources and information for virtual and in-person visitors to RWJBarnabas Health. Information is available online about RWJBarnabas Health’s culture-focused programs and services as well as programs and services designed especially for patients who identify as LGBTQ+, differently-abled, and those whose primary language is not English. Explore the new website at rwjbh.org/dei

REaL & SOGI

In order to achieve its mission to build and sustain healthier communities, RWJBarnabas Health is dedicated to its mission to deliver the highest quality health care and advancing health equity and is committed to meeting the health care needs of all patients with respect, dignity and compassion. In compliance with state law requiring the collection of this data, all system facilities at the point of registration or other points of care requested that patients respond to questions regarding their Race, Ethnicity, preferred Language (REaL), Sexual Orientation and Gender Identity (SOGI). RWJBarnabas Health instituted this practice prior to the enactment of this law.



In addition to extensive patient and employee communication at every RWJBarnabas Health site about our new REaL/SOGI procedures, a new website, rwjbh.org/realsogi, was created to ensure all RWJBarnabas Health patients and visitors understand the reasons behind and the importance of REaL/SOGI questions.



2023 LGBTQ+ Community Outreach and Services

- RWJBarnabas Health **added an additional gender affirming care service location** in 2023.
 - The PROUD Center at Community Medical Center
- Babs Siperstein PROUD Center at Robert Wood Johnson University Hospital Somerset, which offers specialized primary care services for the LGBTQIA community, **increased patient volume by 22%** (over 2022).
- PROUD Gender Center of New Jersey at Robert Wood Johnson University Hospital provided navigation services to **1,547 LGBTQ+ patients** to ensure that they can access and understand all resources available to them.
- **Provided free legal name change assistance** to transgender and non-binary community members through the RWJBarnabas Health Name Change Clinic, which was established in 2022.
- The Babs Siperstein PROUD Center at Robert Wood Johnson University Hospital Somerset is the first and only gender affirming care location to be listed on the State of New Jersey's Department of Children and Families LGBTQIA+ resource page and the State of New Jersey's Transgender Information Hub.

On Thursday, September 14, 2023, more than 220 community members gathered for “Embracing the LGBTQ+ Community: A Symposium of Inclusion and Understanding,” funded through a grant by TD Bank and organized by Robert Wood Johnson University Hospital Somerset's Diversity, Equity and Inclusion Team and the Somerset Health Care Foundation, the fundraising arm of Robert Wood Johnson University Hospital Somerset. The event featured discussions with members of the LGBTQ+ community and experts in health care, education and law enforcement on creating safe and affirming spaces within their practice areas. The day also featured a keynote talk by the Honorable Jeannine Frisby LaRue, a celebrated champion of people from marginalized communities in the policy, governmental, political, health care and education spaces throughout New Jersey.

In 2024, RWJBarnabas Health continues its DEI work with the same extraordinary commitment to identifying needs, innovating solutions and taking action.

The Corporate Office of Diversity, Equity & Inclusion seeks to:

- Create an empathetic culture by increasing opportunities for employees that promote diversity, equity and inclusion and that challenge social and historical inequities and injustices.
- Sustainably grow the diversity of RWJBarnabas Health leadership through monitoring turnover of positions and the identification of high potential candidates within the system through our BRGs.
- Ensure a successful governing body by recruiting diverse Board of Trustees members for a variety of perspectives, skills, ages, genders, cultures and ethnicities.
- Celebrate and highlight system and site accomplishments through additional nationally-recognized DEI designations and acknowledgements.



