Healthcare Company Case Study

Your business solution that commits to taking action.

At a glance

The Healthcare company wanted to identify actionable steps it could take to address DEI concerns in a 30-day timeframe. Identify 3 initial solutions to jumpstart their DEI journey and demonstrate a commitment to action.

Key metrics

Data must drive the DEI and Health Equity strategy of an organization. This is an example of 2 of the key metrics the company will collect and assess over the next 90 days

% of department with DEI included in mission statement with minimum of 1 DEI metric

Identification of a minimum of 3 opportunities from collection of REaL data

CONNECTED CONSULTANTS, LLC
EQUITY IN ACTION

Healthcare

www.connected-consultants.com

Based in NC. Serving the US

CHALLENGES ⌄

Early stage healthcare company with a commitment to anti-racism and justice. Identified an uptick in churn for Black Women Employees. The company wanted to identify and take immediate action after meeting with an external consultant.

SOLUTIONS ⌄

Based on external consultants' assessment data and feedback from the employee resource group identified three immediate actions the company could take within 30 days to begin to assess and address retention issues.

Departmental DEI metrics

Microaggression and Bias Training

Collection of REaL data in HR

BENEFITS ⌄

1 **Department DEI**
dEI and Health Equity initiatives are not just the responsibility of the HR function. Establishing metrics across the enterprise holds all leaders and departments accountable.

2 **Microaggression and Bias Training**
Implementation of training solutions for all people leaders and the HR department. Training is experiential and evaluated using all four levels of the Kirkpatrick model.

3 **Data Collection**
Data is needed to drive the HR strategy. The HR department collects race, ethnicity, language, gender identity, and sexual orientation throughout the entire HR cycle (sourcing, recruiting, interview, acceptance, promotions, retention, etc.)