

DIVERSITY, EQUITY, AND INCLUSION LEADERSHIP COUNCIL: JUNE 2020

DEIL Scorecard FY Comparison Summary Report

SCORECARD SUMMARY Year-End FY' 18- Year-End FY'20	Q4, FY'18	V.S	Q4, FY'19	V.S	Q4, FY'20
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METRIC	BASELINE STARTING THIS WORK	% DIVERSITY 3/1/18	TOTAL 6/30/18	% DIVERSITY 6/30/18	TOTAL 6/30/19	% DIVERSITY 6/30/19	TOTAL 6/30/20	% DIVERSITY 6/30/20	BEST STANDARD BENCHMARK GOAL RANGE	FY'20 AAMC GOAL	% CHANGE	GOAL ASSESSMENT	GOAL v. GOAL RANGE	
WORKFORCE	4,729	33%	4,860	35%	5,005	38%	5,255	40%	40-50	40%	↑ 7%	Goal Met	Goal Within Best Standards Range	
LEADERSHIP WORKFORCE (MANAGEMENT- Supervisor (+))	NA	NA	320	19%	350	25%	372	26%	37-47	27%	↑ 7%	Below Goal 1%	Goal Below Range	
Exec. LEADERSHIP WORKFORCE (LEADERS- Director (+))	195	14%	107	14%	115	20%	119	17%	35-45	25%	↑ 3%	Below Goal 8%	Goal Below Range	
TOTAL APPLICANTS	13,720	50%	17,823	59%	20,252	63%	7,208	57%	50-60	59%	↑ 7%	Below Goal 2%	Goal Within Best Standards Range, Actuals within Range	COVID IMPACT
UNIQUE APPLICANTS	3,800	52%	5,601	59%	5,790	62%	2,199	58%	50-60	59%	↑ 6%	Below Goal 1%	Goal Within Best Standards Range, Actuals within Range	COVID IMPACT
TOTAL CANDIDATES	352	43%	626	53%	1,921	58%	306	48%	50-60	55%	↑ 5%	Below Goal 7%	Goal Within Range	COVID IMPACT
NEW HIRES	128	40%	394	41%	363	53%	302	52%	45-55	45%	↑ 12%	Exceeds Goal	Goal Within Best Standards Range	
FT NEW HIRES	89	42%	237	47%	218	59%	185	54%	45-50	48%	↑ 12%	Exceeds Goal	Goal Within Best Standards Range	
NEW HIRES LEADERSHIP (Sup +)	NA	0%	25	23%	12	64%	5	60%	35-47	35%	↑ 37%	Exceeds Goal	Goal Within Best Standards Range	
NEW HIRES NURSING (NURSE POSITIONS ONLY)	24	19%	86	32%	48	25%	94	38%	38-49	38%	↑ 19%	Goal Met	Goal Within Best Standards Range	

DEI SCORECARD SUMMARY REPORT ASSESSMENT

SCORECARD SUMMARY Year-End FY' 18- Year-End FY' 20	Q4, FY'18	V.S	Q4, FY'20
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PRIMARY OBSERVATIONS:

1. We experienced some progress during the impact of COVID-19, we may recognize that as an accomplishment as we are aware that unconscious bias is most high during times of crisis.
 - a. Recruitment goals remain within the best practice goal range even when the goal is not met.
2. While workforce increased, diversity concurrently increased implying that we are supporting our commitment to ensure equity in opportunities.
3. Nursing Diversity and Leadership Diversity were both priority goals for HR and the organization; the New Hire growth in both areas would suggest that raising the area of focus to a broader goal contributes to greater progress.
4. The rate of progress in New Hire Leadership Diversity is not mirrored by the rate of progress in Leadership Workforce Diversity further implicating the importance of diverse talent retention.
5. Workforce Diversity increases in progress, yet the opportunity to advance goals towards the best practice goal range still exists.
6. The significant decrease in the amount of Applicants during the COVID-19 hiring freeze could suggest that the community is in tune with our recruitment activity.