



Indiana University Health

Workforce equity

One of IU Health's goals is to be representative of the Indiana marketplace as noted in the 2019 census. We serve a diverse patient population, and research shows that prioritizing workforce diversity at all levels of an organization supports higher racial and ethnic minority trust and patient choice and satisfaction; reduces disparities within healthcare settings and contributes to overall better health outcomes. Diverse teams are also said to make better decisions.

While the entire organizational footprint currently aligns with the 2019 census, we want to also ensure our leadership roles represent Indiana demographics. Indiana University Health has launched a strategy to **diversify our VP and above leadership representation** by improving candidate sourcing and candidate pools. Recent research indicates that having a minimum of two diverse candidates in the final selection pool increases the outcome of hiring diverse talent.

When looking at our **talent acquisition strategy**, we are evaluating and understanding the current state of diversity recruitment initiatives and processes to establish tools and measurements that will increase IU Health's diverse workforce, as well as enhance the diverse candidate experience.

When we address the economic disparities in our community, we can ensure our team members can achieve jobs that pay a livable wage. IU Health acted by **increasing the starting wage** from \$13/hour to \$14 in 2020. We also launched the **Pathway to Good Jobs** program that offers support to team members who want to advance their career. An example is providing financial support and time off for a team member to study and take the exam to become a surgical tech.