

## Rooted in Inclusion: The Cedars-Sinai Story

### History

More than 100 years of being a blessing for the community, and serving patients from every corner of the world.



## Our Continued Commitment

### Mission

As a leading academic healthcare organization, our mission is to elevate the health status of the communities we serve.

- We deliver exceptional healthcare enhanced by research and education.
- We prioritize high-quality care for all with equity and compassion.
- We transform biomedical discoveries and innovations for better health.
- We educate tomorrow's physicians, nurses and healthcare professionals.

Our mission is founded in the Judaic tradition, which inspires our devotion to the art and science of healing.

### Vision

Trusted and respected worldwide, Cedars-Sinai will advance health and healthcare in Los Angeles and beyond.

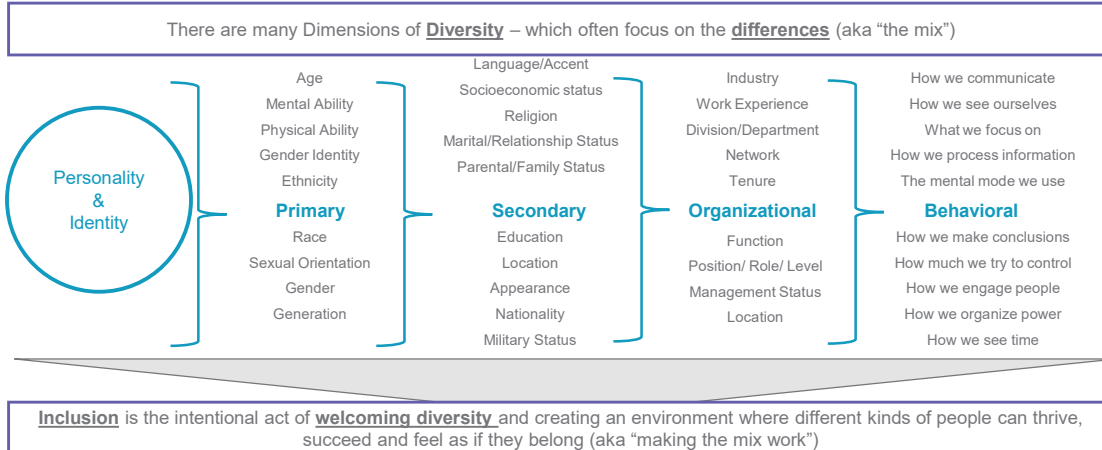
### Values

We hold ourselves accountable to these values:



# Empowering Excellence Through Diversity: Here's Why It Matters

Goal: Enabling a workforce and creating the culture to reflect and support equitable healthcare and innovative research



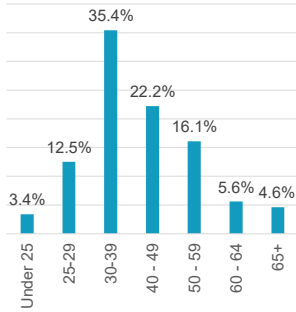
# Evolving with Purpose: D&I Framework

The framework has six strategic areas and goals. Each area has a metric(s) tied to it

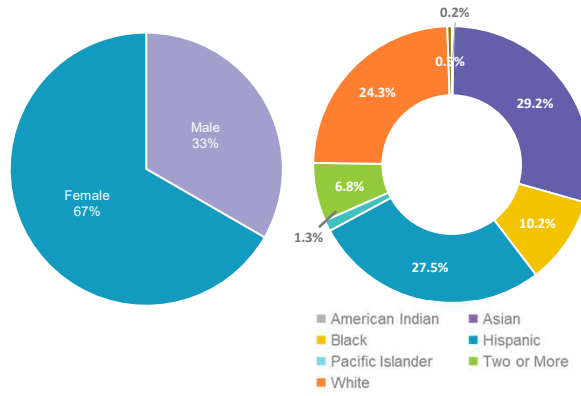


# The Cedars-Sinai Workforce – 18,543

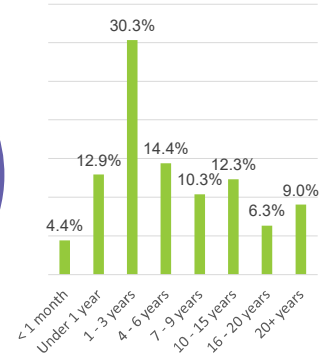
Wide Age Distribution



MORE DIVERSE



WITH FEWER YEARS OF EXPERIENCE AT CEDARS-SINAI



Employee Age Range

Employee Gender Distribution

Employee Ethnicity Distribution

Employee Tenure Distribution

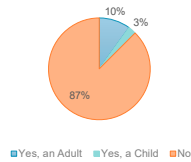


# The Cedars-Sinai Workforce

## EMPLOYEE CARETAKER STATUS

Many of our employees take care of patients at work, and dependents at home.

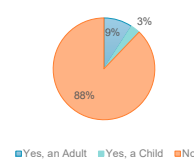
Caretaker of the Disabled



## MEDICAL STAFF CARETAKER STATUS

Many of our medical staff take care of patients at work, and dependents at home.

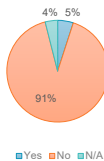
Caretaker of the Disabled



## EMPLOYEE PERSONAL DISABILITY

5% of our employees self-identify as having a personal disability.

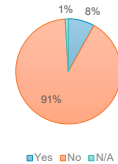
Personal Disabling



## MEDICAL STAFF PERSONAL DISABILITY

8% of our medical staff self-identify as having a personal disability.

Personal Disabling



## The Foundation for Disability Inclusion



cedars-sinai.org

## Disability Task Force

### Purpose:

The Disability Task Force is established to promote inclusivity, accessibility, and equity within Cedars-Sinai. The task force will focus on identifying, addressing, and mitigating barriers faced by individuals with disabilities in healthcare delivery and the CS environment. Through collaborative efforts, the task force aims to continue to create a more inclusive and supportive environment for the CS community.

### Objectives:

- Create a community of CS employees to focus on disability inclusion and understand the connection points on supporting work in the space
- Assess and review the current state of accessibility and inclusivity for the disability community
- Provide data and information for completion of the Disability Equality Index survey
- Review recommendations that enhance disability inclusion from Disability:IN and assess implementation strategies and approaches



Office of Diversity & Inclusion

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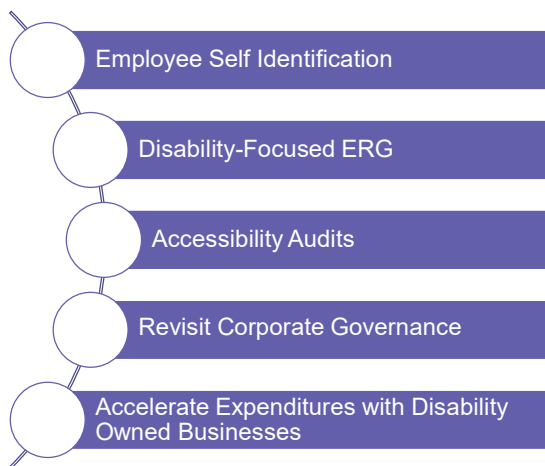
## Disability:IN Partnership

**Our Purpose: Build equitable and inclusive businesses for all**



- Our story started with the common misperception that people with disabilities could not work. Our roots stem from government, with ties to the Americans with Disabilities Act, but we soon realized without active collaboration with corporate America, people with disabilities would never be able to participate fully, nor meaningfully, in business.
- Disability:IN has since become the leading nonprofit resource for business disability inclusion worldwide. Our network of more than five hundred corporations expands opportunities for people with disabilities across industries.
- We promote disability inclusion by heightening awareness, advising corporations, and sharing proven strategies for including people with disabilities in the workplace, supply chain, and marketplace.
- We expand opportunities for people with disabilities by helping companies invigorate their disability initiatives, explore best practices, incorporate culture changes, and realize positive business outcomes.

## Disability:IN Recommended Best Practices



**Key actions and themes to achieve sustainable and inclusive environments**



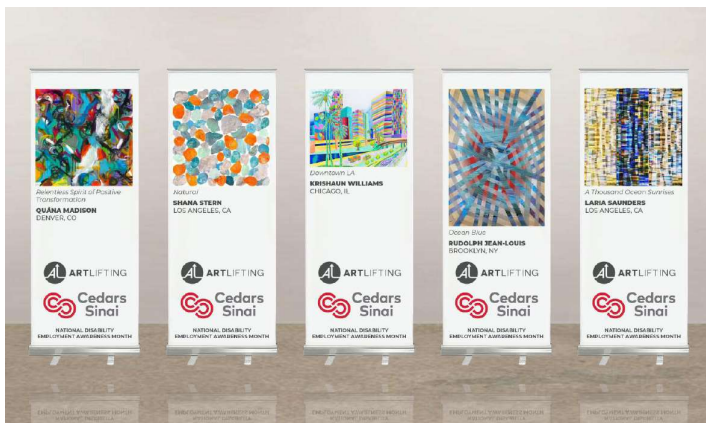
## CS Disability Environment

Focus Area	Initiatives/Priorities
Culture	<ul style="list-style-type: none"> <li>• Recognition and programming around National Disability Employment Awareness Month</li> <li>• Disability Drop-In sessions- foundational to forming an ERG</li> <li>• Self-identification survey question addressing disability</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>• CMO on California Rehabilitation Foundation Board</li> <li>• Written mission statement for Diversity and Inclusion Council</li> </ul>
Enterprise-Wide Access	<ul style="list-style-type: none"> <li>• Centralized communications/support center- service center</li> <li>• Owned and leased locations, buildings, and facilities are accessible</li> <li>• Digital content is accessible, audits employed with digital accessibility testing tool, manual testing with screen reader and other assistive technology</li> </ul>
Benefits	<ul style="list-style-type: none"> <li>• Long-term disability coverage</li> <li>• Vision and hearing coverage</li> <li>• Mental health benefits and support- Employee Assistance Program</li> <li>• Paid caregiver leave</li> </ul>
Recruitment	<ul style="list-style-type: none"> <li>• Inclusive writing technology- recruiters go through certification for inclusive job posting content and outreach communications</li> <li>• Posting and advertising on external sites targeting individuals with disabilities- "Direct Employers"</li> <li>• Partner with community organizations to engage and network with individuals with disabilities in career hiring events- Stand Down Event and Transition Assistance Program Career Fair for disabled transitioning service members</li> <li>• Toolkit for interviewing including permissible questions on disability</li> <li>• Reasonable accommodation language on job postings and contact email: <a href="mailto:applicant_accommodation@cshs.org">applicant_accommodation@cshs.org</a></li> <li>• Job requirement assessments with hiring managers</li> </ul>
Employment, Education, Retention & Advancement	<ul style="list-style-type: none"> <li>• Disability learning hub on ODIV SharePoint site</li> <li>• Module in Unconscious Bias Education course for all employees</li> <li>• Employees paid at least local minimum wage</li> </ul>
Accommodations	<ul style="list-style-type: none"> <li>• Just-in-Time interpreting services</li> <li>• Flexible work schedules depending on the position</li> <li>• Accommodations policy, procedure and process to fulfill disability accommodations</li> </ul>
Community Engagement	<ul style="list-style-type: none"> <li>• Grant making to multiple organizations supporting disability inclusion</li> <li>• Marketing includes individuals with apparent disabilities</li> </ul>
Supplier Diversity	<ul style="list-style-type: none"> <li>• Dedicated Associate Director for Supplier Diversity</li> <li>• Disability-focused spend goals for supplier diversity and inclusion</li> </ul>

## 2024 Cedars-Sinai Disability Equality Index (DEI) Results



## National Disability Employment Awareness Month





# Questions & Reflections

