

Diversity, Equity, Inclusion and Belonging at BJC HealthCare

Diversity, equity, inclusion and belonging are engrained in who we are at BJC HealthCare and have become a critical foundation of our commitment to be the employer and provider of choice in the communities we serve. While we know our work is ongoing, we are proud of the outcomes we have achieved for our team members, patients and communities.

- **National recognition:** BJC HealthCare has been recognized as an employer of choice locally and nationally:
 - *Newsweek America's Greatest Workplaces for Women 2024*
 - *Newsweek America's Greatest Workplaces for Diversity 2023*
 - *Forbes America's Best Employers for Diversity 2023*
 - *Forbes Best Employers for Women 2023*
 - *St. Louis Business Journal Business of Pride Award*
- **Patient care**
 - **Language access:** In almost 30,000 unique patient visits, BJC HealthCare has provided language access services in more than 120 languages and dialects for almost 13,000 limited English proficient and/or deaf/hard of hearing patients annually.
 - **Doula integration:** Doulas are proven to help increase breastfeeding rates, lower birth complications, lower c-section rates, increase gestational age and increase birth weight. Early findings show positive impacts on all pregnant people, with a magnified impact for Black pregnancies. Additionally, BJC HealthCare has partnered with Jamaa Birth Village, hosting workshops to ensure that BJC HealthCare is doula-friendly.
 - **LGBTQIA+ health care equality:** Barnes-Jewish Hospital and St. Louis Children's Hospital have been awarded and recognized as leaders by the Human Rights Campaign Health Equality Index (HEI) relating to LGBTQIA+ equality efforts across patient, employee and community criteria. Barnes-Jewish Hospital and St. Louis Children's Hospital remain the only adult and pediatric hospitals in a 200+ mile radius of the St. Louis region to hold these designations. In 2023, BJC HealthCare participated in the inaugural system HEI survey.

- **Community impact**

- **Volunteerism:** BJC HealthCare has partnered with the United Way of Greater St. Louis Volunteer Center and developed a new BJC-branded page to better connect team members to meaningful service opportunities aligned with BJC HealthCare's community health priorities.
- **School and youth health:** To help address challenges and equip communities with much-needed services, resources and tools, BJC HealthCare has expanded its presence in schools, delivering several mental wellness programs for youth, staff and families. These efforts have reached 4,404 youth and 105 adults.
- **Gun safety:** BJC HealthCare provides gun locks at each of its emergency departments and is growing its relationship with the St. Louis City Office of Violence Prevention.
- **Housing:** BJC HealthCare continues to implement the *Hospital 2 Housing* program to provide unhoused patients of Barnes-Jewish Hospital and Christian Hospital with housing and comprehensive case management services. To date, 76 individuals have enrolled in the program with an average 77% decrease in emergency department utilization this year, and eight patients have transitioned to stable housing.
- **Pride:** BJC HealthCare remains the only health care system in the St. Louis region to support and promote St. Louis Pride. Annually, BJC HealthCare brings hundreds of team members and their families to volunteer and participate in the St. Louis Pride Parade.
- **Education:** The Career Resource Center at Barnes-Jewish Hospital — a partnership between BJC HealthCare, Tarlton Corporation, McCarthy Building Companies and Washington University — introduces high school students to construction and health care careers and addresses future workforce needs by sparking an interest in these career fields. The center was launched in 2018 during construction of the Siteman Cancer Center at Christian Hospital's Northwest HealthCare. When Barnes-Jewish Hospital's patient care tower and Plaza Entry construction began in 2021, the center was brought to the Washington University Medical Campus.