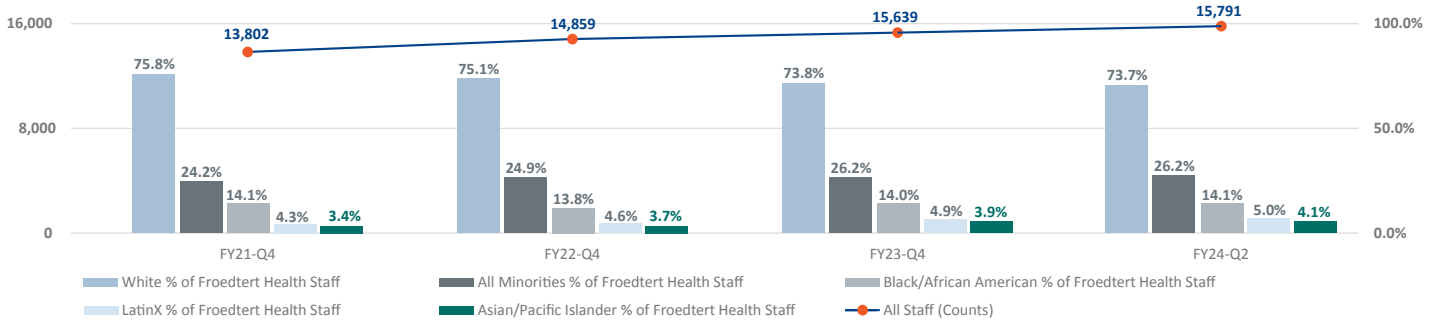


Equity, Diversity and Inclusion Dashboard

The Froedtert & the Medical College of Wisconsin health network has set goals for increasing workforce diversity and supplier diversity and addressing health care disparities. It is one of our major strategic priorities. We are committed to reflecting the diverse communities we serve, having top-notch talent and being a culturally competent organization that provides exceptional care to everyone.

1. Workforce Diversity

of Froedtert Health Staff



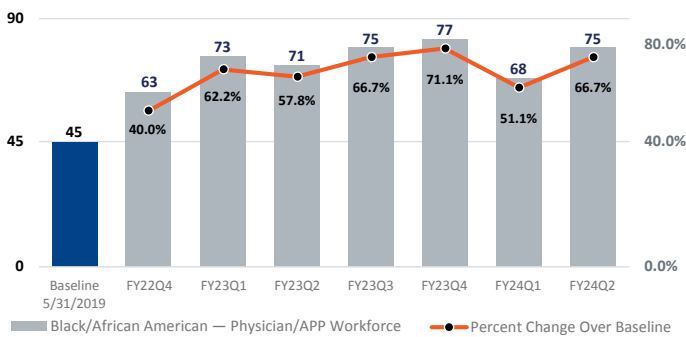
Three-Year Froedtert Health Workforce Diversity History

Our Black/African American and LatinX workforce increased by 57 employees (from 2,957 to 3,014), or 1.9%, from FY23-Q4 to FY24-Q2. The number of Asian/Pacific Islander staff increased 0.2% between the same period of time. The number of all staff increased by 152 (from 15,639 to 15,791), or 1.0%.

We measure our progress against the diverse populations of our primary service areas (PSAs). We partner with the [Milwaukee Anchor Collaborative](#) and [Healthcare Anchor Network](#) on efforts to hire and retain more people of color. This helps to build a more inclusive and sustainable local economy.

2. Froedtert Health and Medical College Physicians Black/African American Physician/APP Workforce

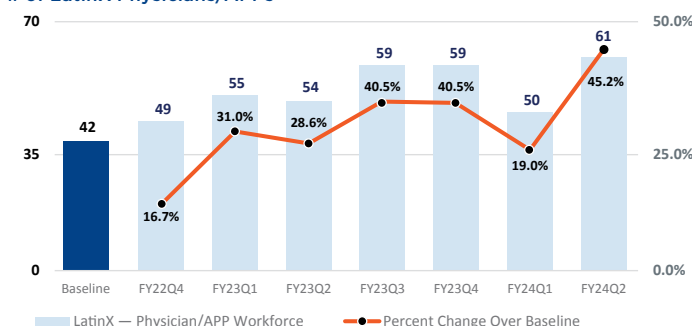
of Black/African American Physicians/APPs



Our Black/African American physician and advance practice provider (APP) workforce increased to 66.7% in FY24-Q2 over the FY19 baseline. This population has continued to see a quarterly increase since FY22-Q4, with the exception of small decreases seen in FY23-Q2 and FY24-Q1.

3. Froedtert Health and Medical College Physicians — LatinX Physician/APP Workforce

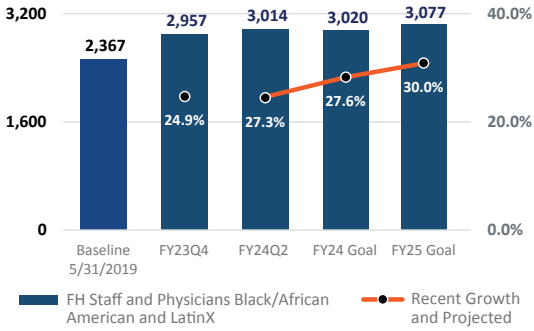
of LatinX Physicians/APPs



Our LatinX physician and advance practice provider (APP) workforce increased to 45.2% in FY24-Q2 over the FY19 baseline with the addition of 11 physicians and APPs.

4. Black/African American and LatinX Workforce (Staff and Physicians Excluding MCP)

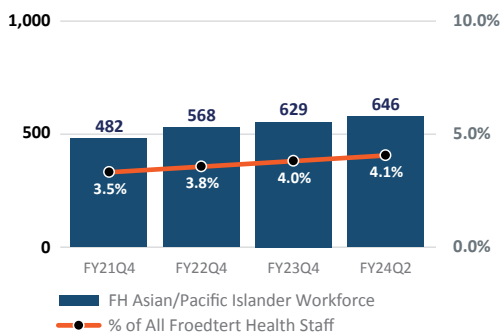
of Black/African American and LatinX Staff and Physicians



Our Black/African American and LatinX staff and physician workforce increased to 27.3% in FY24-Q2 over the FY19 baseline. Froedtert Health pledged to increase the total employment of Black/African American and LatinX staff and physicians by 15% by 2025 and set an internal goal to achieve 30% by 2025. Our efforts support our pledges to and partnerships with [MMAC Region of Choice for Diverse Talent](#), [Milwaukee Anchor Collaborative](#) and [Healthcare Anchor Network](#).

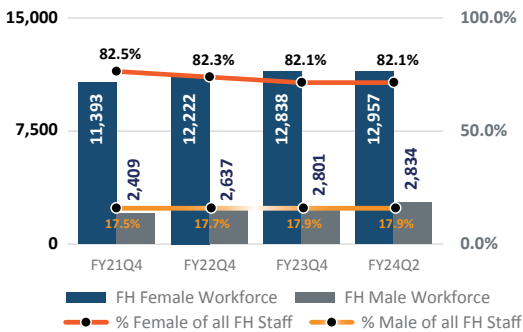
5. Asian/Pacific Islander Workforce (Staff and Physicians Excluding MCP)

of Asian/Pacific Islander Staff and Physicians



Our Asian Americans and Pacific Islander (AAPI) workforce has been growing steadily year-over-year since FY21.

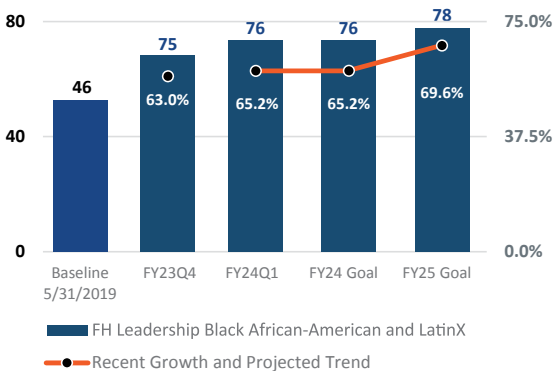
6. Workforce Diversity – Gender (Staff and Physicians Excluding MCP)



The gender diversity of our workforce has remained steady since FY21.

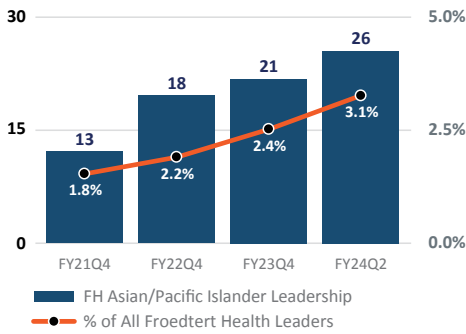
7. Black/African American and LatinX Leadership (Staff and Physicians Excluding MCP)

of Black/African American and LatinX Staff Leadership



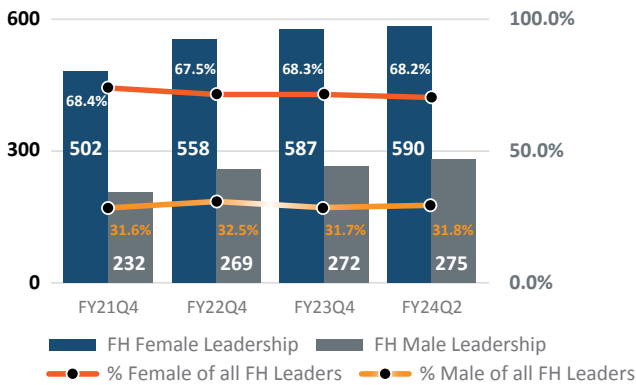
Our Black/African American and LatinX leadership increased to 65.2% in FY24-Q2 over the FY19 baseline. Froedtert Health pledged to increase the total employment of Black/African American and LatinX leaders by 25% by 2025 and set an internal goal to achieve 69.6% by 2025. Our efforts support our pledges to and partnerships with [MMAC Region of Choice for Diverse Talent](#), [Milwaukee Anchor Collaborative](#) and [Healthcare Anchor Network](#).

8. Asian/Pacific Islander Leadership (Staff and Physicians Excluding MCP)



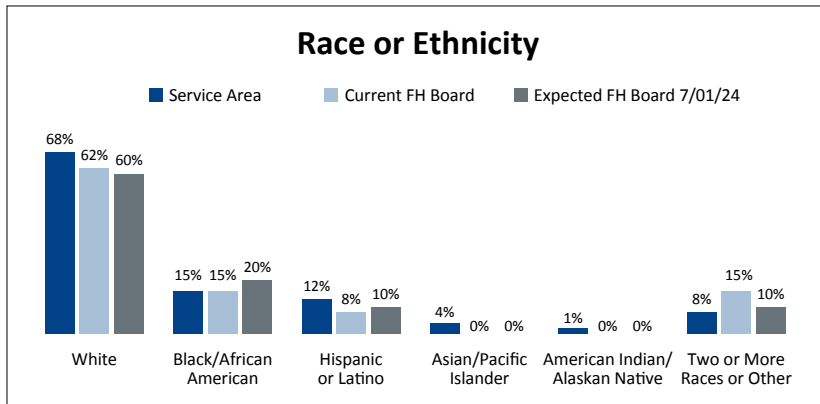
Our Asian American and Pacific Islander (AAPI) leadership has grown steadily since FY21.

9. Leadership Diversity – Gender (Staff and Physicians Excluding MCP)



The gender diversity of our leadership has remained steady since FY21.

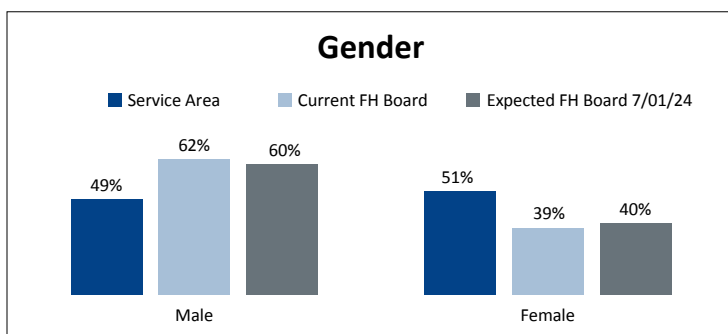
10. Froedtert Health Board Diversity



Froedtert Health is working to ensure our boards mirror the populations of our primary service areas (PSAs). This effort also aligns with our pledge to [#123 for Equity](#).

*These metrics are updated once a year.

11. % of Froedtert Health Board Gender Diversity



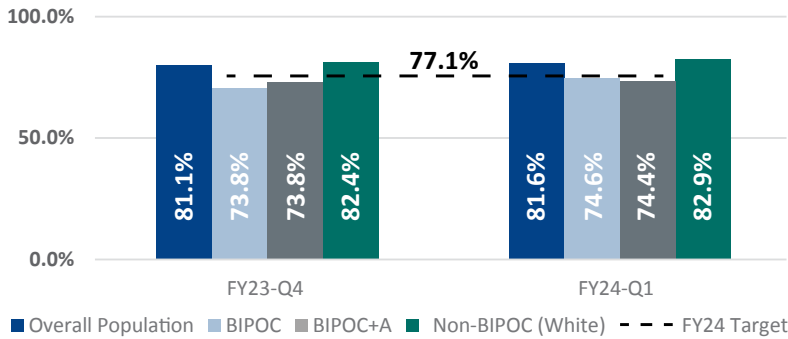
Froedtert Health is working to increase our percentage of female board members to mirror the populations of our primary service areas (PSAs). Our goals align with our pledges to [#123 for Equity](#) and [The Equity Collaborative](#).

*These metrics are updated once a year.

Health Equity Initiative (HEI)

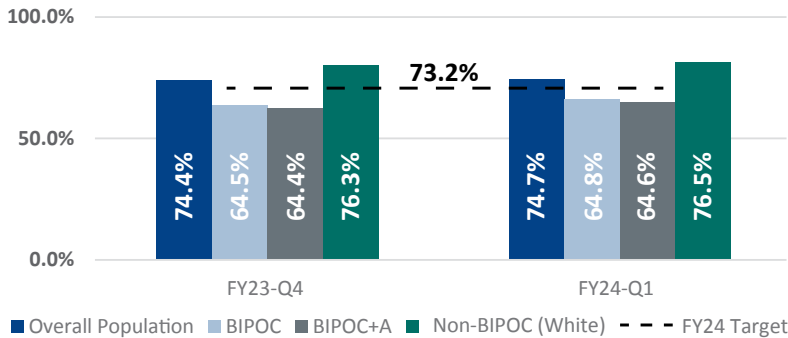
The Health Equity Initiative is a collaborative effort across the Froedtert & MCW health network to reduce health disparities in our Black, Indigenous, people of color and Asian (BIPOC+A) patient populations. Once a health disparity is identified, a statistical analysis is completed to understand the independent factors associated with not having received the care being studied. Analyzed data elements include race, ethnicity, preferred language, interpreter need, age, gender, county of residence, payor, health status indicators such as BMI, smoking status and comorbidities, and risk score. In FY24, areas of focus include: breast cancer screening, colon cancer screening, controlling high blood pressure, blood sugar control and readmission rates.

12. HEI Breast Cancer Screening



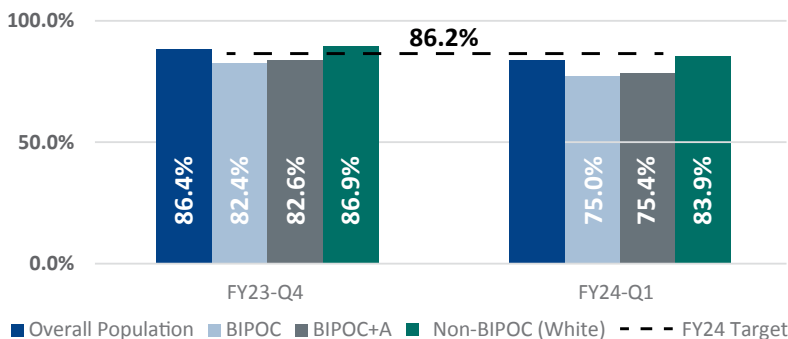
The FY24 goal is for all patient populations to achieve 77.1% or higher on breast cancer screening rates. Both the BIPOC and BIPOC+A groups are performing above FY23 year-end.

13. HEI Colon Cancer Screening



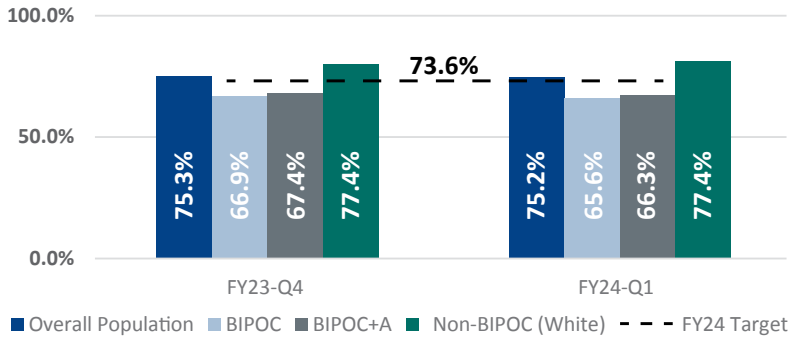
The FY24 goal is for all patient populations to achieve 73.2% or higher on colon cancer screening rates. Both the BIPOC and BIPOC+A groups are performing above FY23 year-end.

14. HEI Pneumococcal Vaccination



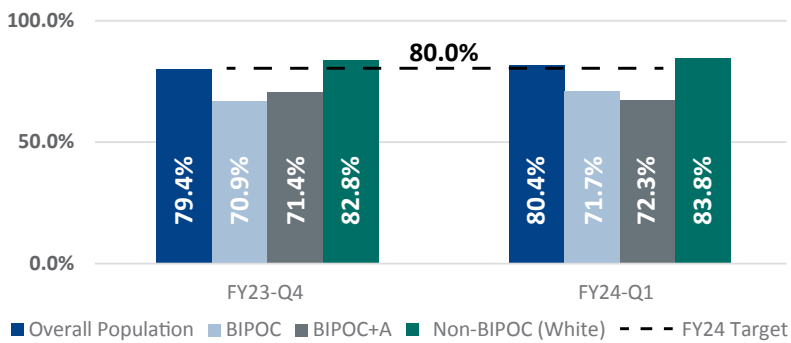
The FY24 goal is for all patient populations to achieve 86.2% or higher on pneumococcal vaccination rates. Both the BIPOC and BIPOC+A groups are performing below FY23 year-end.

15. HEI High Blood Pressure Control



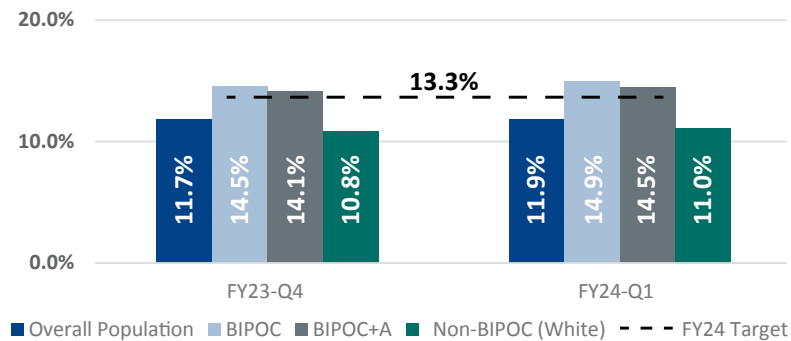
The FY24 goal is for all patient populations to achieve 73.6% or higher on controlling high blood pressure rates. Both the BIPOC and BIPOC+A groups are performing below FY23 year-end.

16. HEI Poor Blood Sugar Control > 9.0%



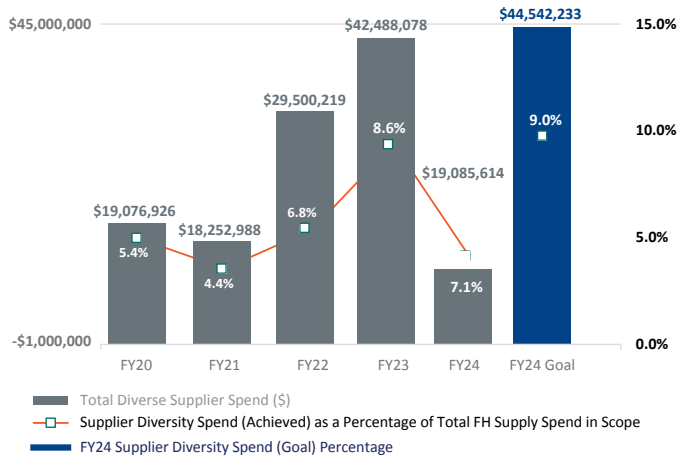
The FY24 goal is for all patient populations to achieve 80.0% or higher on diabetes A1c rates. Both the BIPOC and BIPOC+A groups are performing above FY23 year-end.

17. HEI 30-Day Hospital Readmissions



The FY24 goal is for all patient populations to achieve 13.3% or lower on readmission rates. Both the BIPOC and BIPOC+A groups are performing above (worse than) FY23 year-end.

18. Supplier Spending With Businesses Owned by Women and Minorities

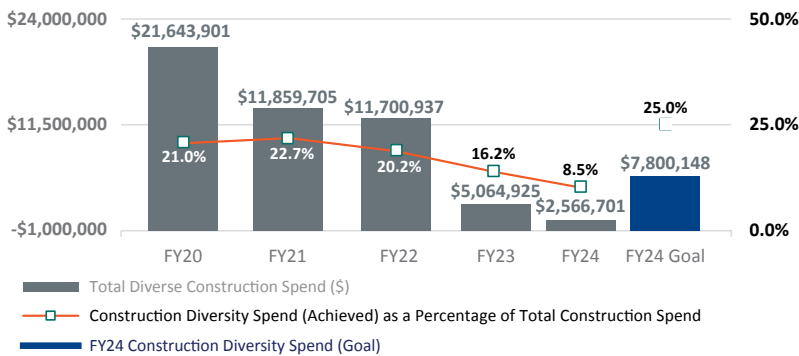


Note: FY24 Diverse Supply Spend goal of \$44,542,233 is 9% of FY23 Total Supply Spend.
FY24 data reflects partial Q2 data only.

Froedtert Health spending with supplier businesses owned by women and minorities through the second quarter of FY24 was \$19.1 million, which is about 43% of the way towards our FY24 goal of \$44.5 million.

Our diverse supplier spending goals align with our pledges to and partnerships with [MMAC Region of Choice for Diverse Talent](#), [Healthcare Anchor Network](#) and [Milwaukee Anchor Collaborative](#). Supply Chain works with the Milwaukee Anchor Collaborative to purchase more supplies and services from minority-owned businesses in the city's eight lowest-income ZIP codes.

19. Construction Spending With Businesses Owned by Women and Minorities



Froedtert Health spending with construction businesses owned by women and minorities through the second quarter of FY24 was \$2.6M, which is about 33% of the way towards our FY24 goal of \$7.8M.

Our diverse construction spending goals align with our pledges to and partnerships with [MMAC Region of Choice for Diverse Talent](#), [Milwaukee Anchor Collaborative](#) and [Healthcare Anchor Network](#).