Diversity and Inclusion Dashboard

The Froedtert & the Medical College of Wisconsin health network has set goals for achieving workforce diversity and addressing health care disparities. It is one of our eight major strategic priorities. We are committed to reflecting the diverse communities we serve. We measure our progress against the diverse populations of our primary service areas (PSAs).

1. Workforce Diversity

Froedtert Health Workforce Diversity
Total workforce diversity increased 1.8% between the second quarter of FY19 and the first quarter of FY22.

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

The diversity of our Black/African American physicians and advance practice providers (APPs) increased 37.8% between the second quarter of FY19 and the first quarter of FY22.

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

The diversity of our LatinX physicians and advance practice providers (APPs) increased 23.8% between the second quarter of FY19 and the first quarter of FY22.
4. Black/African American and LatinX Workforce (Staff and Providers Excluding MCP)

The diversity of our Black/African American and LatinX staff and providers increased 7.7% between the second quarter of FY19 and the first quarter of FY22. Froedtert Health has pledged to increase the total employment of Black/African American and LatinX staff and providers by 15% by 2025. We are about halfway there. This goal aligns with our pledges to and partnerships with MMAC Region of Choice for Diverse Talent, Milwaukee Anchor Collaborative and Healthcare Anchor Network.

5. Black/African American and LatinX Leadership

The diversity of our Black/African American and LatinX leaders increased 28.3% between the second quarter of FY19 and the first quarter of FY22. Froedtert Health has pledged to increase the total employment of Black/African American and LatinX leaders by 25% by 2025. We have already exceeded that goal and project a 1.5% increase each year over the next few years. This goal aligns with our pledges to and partnerships with MMAC Region of Choice for Diverse Talent, Milwaukee Anchor Collaborative and Healthcare Anchor Network.

6. Board Member Diversity

Froedtert Health is working to increase our percentage of diverse board members to mirror the populations of our primary service areas (PSAs). This effort also aligns with our pledge to #123 for Equity.

In the U.S. Census, LatinX is an ethnicity rather than a race category. We include it with race for accountability. This is why the total exceed 100%. 
7. % of 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.

8. Health Equity Initiative Breast Cancer Screening

The Health Equity Initiative (HEI) Breast Cancer Screening goal for both BIPOC and non-BIPOC primary care patients is 83.0%. At the end of the first quarter of FY22, we reached 62.3% among BIPOC populations and 71.7% among non-BIPOC.

9. HEI Colon Cancer Screening

The HEI Colon Cancer Screening goal for both BIPOC and non-BIPOC primary care patients is 80.0%. At the end of the first quarter of FY22, we reached 62.6% among BIPOC populations and 71.4% among non-BIPOC.
10. HEI Pneumococcal Vaccination

# of BIPOC HEI Pneumococcal Vaccines

The HEI Pneumococcal Vaccination goal for both BIPOC and non-BIPOC primary care patients is 90.0%. At the end of the first quarter of FY22, we reached 85.6% among BIPOC populations and 90.4% among non-BIPOC.

Note: Based on attributed primary care patients. BIPOC stands for Black, Indigenous, People of Color.

11. Diverse Supplier Spending With Minority and Women Owned Businesses

We pledge to spend nearly $19,000,000 with diverse local, regional and national suppliers in FY22. That’s a 10% increase over FY21. This goal aligns with our pledges to and partnerships with MMAC Region of Choice for Diverse Talent, Milwaukee Anchor Collaborative and Healthcare Anchor Network.

12. Diverse Construction Spending With Minority and Women Owned Businesses

The percentage of total diverse construction spending across the health network increased from 15.1% to 22.7% between FY19 and FY20. Because we surpassed our FY21 diverse construction spending goal by more than 7%, we have stretched our FY22 goal to $25,000,000. This aligns with our pledges to and partnerships with MMAC Region of Choice for Diverse Talent, Milwaukee Anchor Collaborative and Healthcare Anchor Network.