

# 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 the best talent and being a culturally competent organization that provides exceptional care to everyone.

## 1. Workforce Diversity

# of Froedtert Health Staff



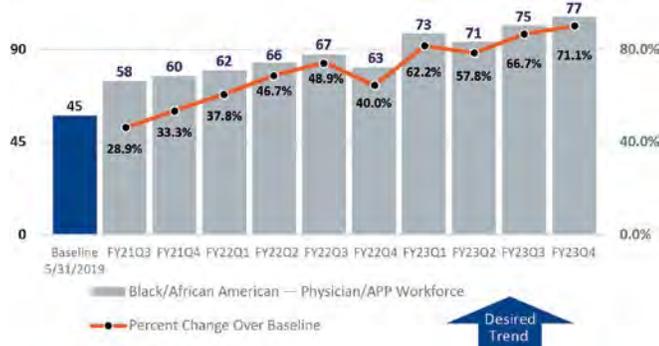
### Three-Year Froedtert Health Workforce Diversity History

The racial and ethnic diversity of staff, physicians and clinicians at Froedtert Health grew 2.5% from FY20-Q4 to FY23-Q4. The Black/African American and LatinX workforce increased by 223 employees (from 2,734 to 2,957), or 8.2%, from FY22-Q4 to FY23-Q4. During the same period, the number of all staff increased by 780 (from 14,859 to 15,639), or 5.2%.

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



The Black/African American physician and advance practice provider (APP) workforce increased to 71.1% in FY23-Q4 over the FY19 baseline. This population has continued to see a quarterly increase since FY21-Q2, with the exception of small decreases seen in FY22-Q4 and FY23-Q2.

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

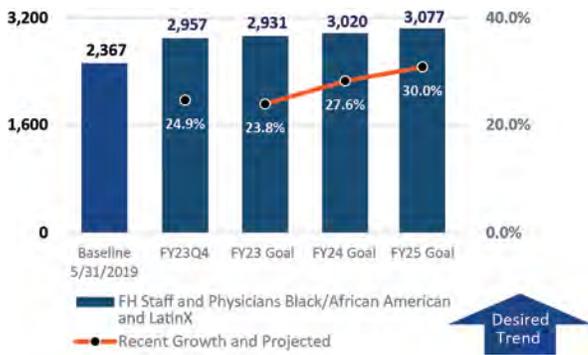
# of LatinX Physicians/APPs



The LatinX physician and advance practice provider (APP) workforce is 40.5% in FY24 over the FY19 baseline. The LatinX physician and advance practice provider workforce remained 40.5% in FY24 over the FY19 baseline.

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

# of Black/African American and LatinX Staff and Physicians



The Black/African American and LatinX staff and physician workforce increased 24.9% in FY23-Q4 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. Our goal for FY25 is 30.0%. Our efforts support 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

# of Black/African American and LatinX Leadership



The Black/African American and LatinX leadership workforce increased 63.0% in FY23-Q4 over the FY19 baseline. Froedtert Health pledged to increase the total employment of Black/African American and LatinX leaders by 25% by 2025. Our goal for FY25 is 69.6%. Our efforts support our pledges to and partnerships with [MMAC Region of Choice for Diverse Talent](#), [Milwaukee Anchor Collaborative](#) and [Healthcare Anchor Network](#).

## 6. Froedtert Health Board Diversity\*

% of Board — Race/Ethnicity



PSA — Race/Ethnicity

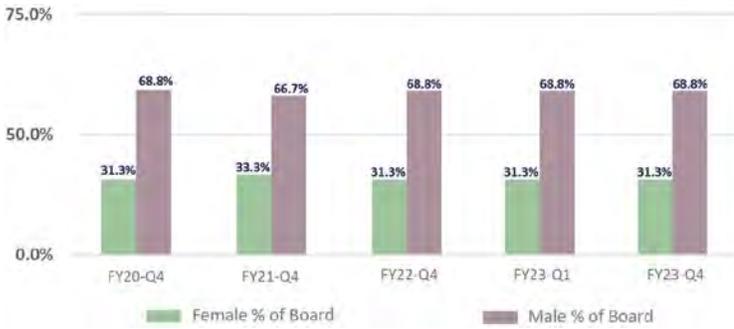


Froedtert Health is working to ensure our boards mirror the populations of our primary service areas (PSAs). This effort also aligns with our pledge to [#123 for Equity](#).

\*These metrics are updated once a year.

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 exceeds 100%.

## 7. % of Froedtert Health Board Gender Diversity\*



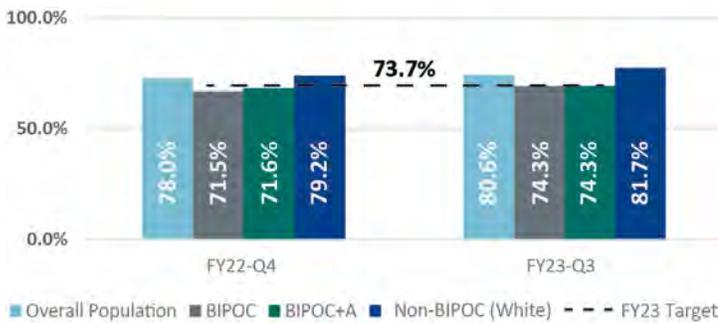
Froedtert Health is working to increase our percentage of female board members to mirror the populations of our primary service areas (PSAs). Our goals align with our pledges to [#123 for Equity](#) and [The Equity Collaborative](#).

\*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 FY23, we added high blood pressure control, blood sugar control and 30-day hospital readmission rates to our HEI efforts. We continue to work toward closing the care gap for breast cancer screening, colon cancer screening and pneumococcal vaccinations.

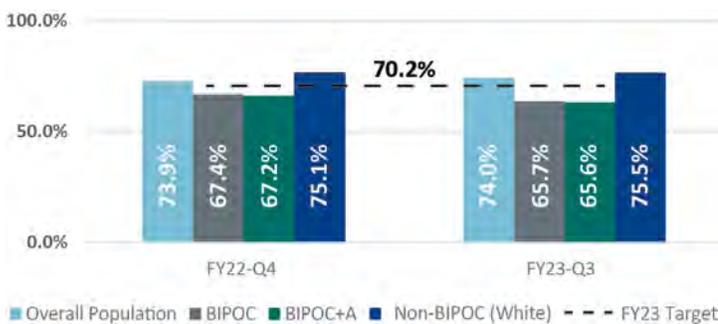
### 8. HEI Breast Cancer Screening



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

The FY23 goal was for all patient populations to achieve 73.7% or higher on breast cancer screening rates. Both the BIPOC and BIPOC+A groups are performing above FY22 year-end.

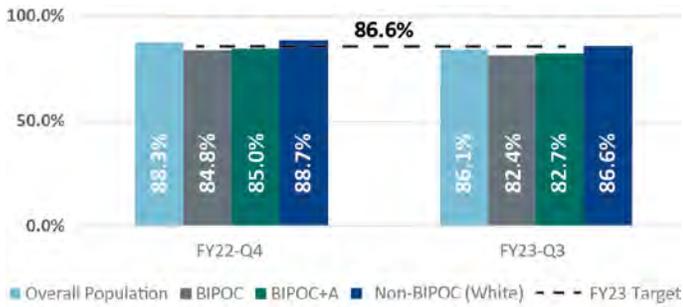
### 9. HEI Colon Cancer Screening



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

The FY23 goal was for all patient populations to achieve 70.2% or higher on colon cancer screening rates. Both the BIPOC and BIPOC+A groups are performing below FY22 year-end.

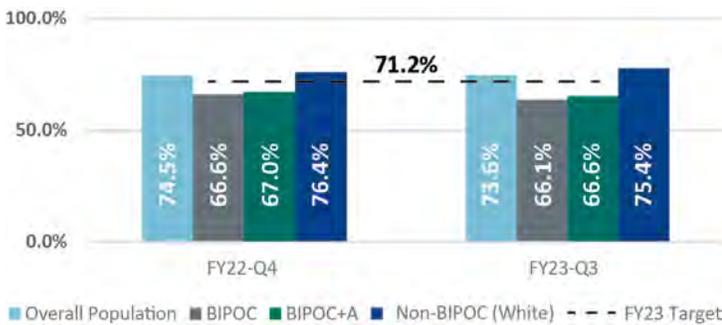
## 10. HEI Pneumococcal Vaccination



The FY23 goal was for all patient populations to achieve 86.6% or higher on pneumococcal vaccination rates. Both the BIPOC and BIPOC+A groups are performing below FY22 year-end.

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

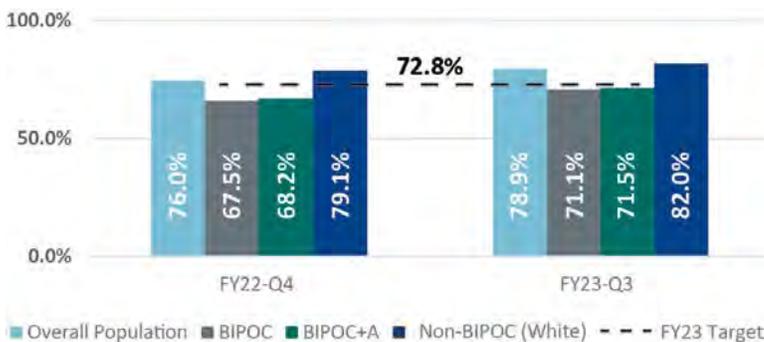
## 11. HEI High Blood Pressure Control



The FY23 goal was for all patient populations to achieve 71.2% or higher on controlling high blood pressure rates. Both the BIPOC and BIPOC+A groups are performing below FY22 year-end.

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

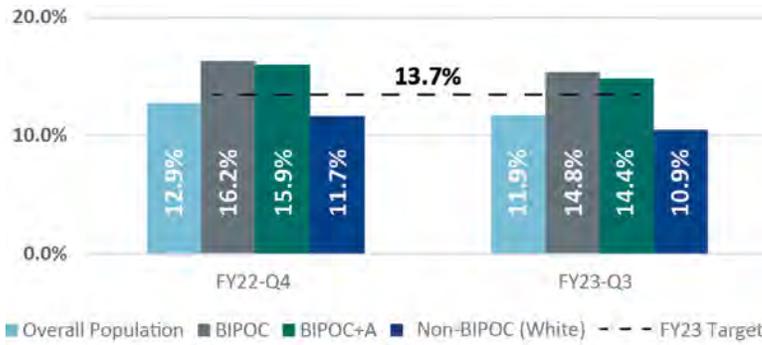
## 12. HEI Poor Blood Sugar Control > 9.0%



The FY23 goal was for all patient populations to achieve 72.8% or higher on diabetes A1c rates. Both the BIPOC and BIPOC+A groups have slightly increased compared to FY22 year-end.

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

### 13. HEI 30-Day Hospital Readmissions



Note: Based on attributed primary care BIPOC+A patients. BIPOC+A stands for Black, Indigenous, People of Color and Asian. FY23 Q4 data available late FY24 Q1.

The FY23 goal was for all patient populations to achieve 13.7% or lower on readmission rates. Both the BIPOC and BIPOC+A groups saw a slight decrease (better) in performance over FY22 year-end.

### 14. Supplier Spending With Businesses Owned by Women and Minorities



Note: FY23 Diverse Supply Spend goal of \$34,601,133 reflects 8% of FY22 Total Supply Spend. The \$38,126,197 spend exceeds goal. Preliminary numbers depicted. Final counts mid August.

Froedtert Health spending with supplier businesses owned by women and minorities through the fourth quarter of FY23 was 38.1 million, exceeding the FY23 goal of \$34.6 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.

### 15. Construction Spending With Businesses Owned by Women and Minorities



Note: The FY23 Diverse Construction Spend of \$5,064,925 reflects 16.2% of Total Construction Spend.

Froedtert Health spending with construction businesses owned by women and minorities through the fourth quarter of FY23 was \$5.1 million.

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](#).