Equity, Diversity and Inclusion Dashboard

The Froedtert & the Medical College of Wisconsin health network has set goals for achieving workforce diversity and supplier 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, having the best talent and being a culturally competent organization that provides exceptional care to everyone.

1. Workforce Diversity

### # of Froedtert Health Staff

<table>
<thead>
<tr>
<th>Year</th>
<th>White % of Froedtert Health Staff</th>
<th>All Minorities % of Froedtert Health Staff</th>
<th>LatinX % of Froedtert Health Staff</th>
<th>Asian % of Froedtert Health Staff</th>
<th>Black/African American % of Froedtert Health Staff</th>
<th>All Staff (Counts)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY19-Q4</td>
<td>76.7%</td>
<td>14.3%</td>
<td>3.6%</td>
<td>3.1%</td>
<td>23.3%</td>
<td>13,422</td>
</tr>
<tr>
<td>FY20-Q4</td>
<td>76.3%</td>
<td>14.3%</td>
<td>3.8%</td>
<td>3.3%</td>
<td>23.7%</td>
<td>13,818</td>
</tr>
<tr>
<td>FY21-Q4</td>
<td>75.8%</td>
<td>14.1%</td>
<td>4.3%</td>
<td>3.4%</td>
<td>24.2%</td>
<td>13,802</td>
</tr>
<tr>
<td>FY22-Q4</td>
<td>75.1%</td>
<td>13.8%</td>
<td>4.6%</td>
<td>3.7%</td>
<td>24.9%</td>
<td>14,859</td>
</tr>
</tbody>
</table>

4-Year Froedtert Health Workforce Diversity History

The percentage of diverse staff and providers at Froedtert Health is up 1.5% in the fourth quarter of FY22 when compared to the FY19 fourth quarter baseline. From the end of FY21 to the end of FY22, the Black/African American and LatinX workforce increased by 197 (from 2,537 to 2,734), or 7.8%. During the same period, the number of all staff increased by 1,057 (from 13,802 to 14,859), or 7.7%.

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

Our Black/African American physician and advance practice provider (APP) workforce is up 40.0% in the fourth quarter of FY22 over the FY19 baseline. That is a drop from the third quarter of FY22.

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

Our LatinX physician and advance practice provider (APP) workforce is up 16.7% in the fourth quarter of FY22 over the FY19 baseline. The number of LatinX physicians and APPs has decreased the last two quarters.
4. Black/African American and LatinX Workforce (Staff and Providers Excluding MCP)

Our Black/African American and LatinX staff and provider workforce is up 15.5% in the fourth quarter of FY22 over the FY19 baseline. Froedtert Health pledged to increase the total employment of Black/African American and LatinX staff and providers by 15% by 2025. We have surpassed that goal and project to reach 20% growth by 2025. 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

Our Black/African American and LatinX leadership is up 32.6% in the fourth quarter of FY22 over the FY19 baseline. Froedtert Health 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 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%.
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)

In FY22, the Froedtert & MCW health network focused on closing the care gap for breast cancer screening, colon cancer screening and pneumococcal vaccinations in our Black, Indigenous and people of color (BIPOC) patient populations.

8. HEI Breast Cancer Screening

The HEI Breast Cancer Screening FY22 goal for both BIPOC and non-BIPOC primary care patients was 83%. The BIPOC baseline performance in FY21 was 67.45% and improved to 71.5%. This was a significant improvement in the face of headwinds during the COVID-19 pandemic.

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

9. HEI Colon Cancer Screening

Colon cancer screening rates declined across all patient populations in FY22 when compared to FY21 due to COVID-19 pandemic-related impacts. The degree of decline among BIPOC and non-BIPOC patients was similar. At the end of the fourth quarter of FY22 we had screened 67.4% of BIPOC and 74.8% of non-BIPOC patients. Significant efforts to engage our populations in home-based testing (FIT tests) prevented even further pandemic related declines in this measure.

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

The HEI Pneumococcal vaccination FY22 goal for both BIPOC and non-BIPOC populations was 90%. Rates of immunization fell between FY21 and FY22 largely due to COVID-19 pandemic-related factors. At the end of FY22, the BIPOC population had an 84.8% immunization rate and non-BIPOC 88.6%.

11. Diverse Supplier Spending With Minority and Women Owned Businesses

We spent $29,073,285 with diverse suppliers in FY22, exceeding our $20,078,287 goal by nearly 45%.

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.

12. Diverse Construction Spending With Minority and Women Owned Businesses

The percentage of diverse construction spend increased from 15% in FY19 to 20.17% in FY22. At $57,998,833, our overall FY22 construction spend was lower than anticipated. Although short of our FY22 goal, our $11,700,937, diverse construction spend was very strong.

For FY23, we will maintain our diverse construction spend target of 25%. This aligns with our pledges to and partnerships with MMAC Region of Choice for Diverse Talent, Milwaukee Anchor Collaborative and Healthcare Anchor Network.