

Diversity, Inclusion *and* Community Engagement Blueprint *for* Action

MISSION	WE IMPROVE LIVES				
STRATEGY	<i>Jefferson holds itself accountable, at every level of the organization, to nurture an environment of inclusion and respect, by valuing the uniqueness of every individual, celebrating and reflecting the rich diversity of its communities, and taking meaningful action to cultivate an environment of fairness, belonging & opportunity.</i>				
DIMENSIONS	LEADERSHIP <i>and</i> GOVERNANCE	MARKETING <i>and</i> COMMUNICATIONS	PEOPLE	EXPERIENCE	EXTERNAL STAKEHOLDERS
KEY FOCUS AREAS	<ul style="list-style-type: none"> • Develop Board/Corporate Objectives • Enterprise Accountability of Behaviors • Alignment of DEI Goals 	<ul style="list-style-type: none"> • External Communication Plan • Internal Communication Plan • Inclusive Marketing & Advertising 	<ul style="list-style-type: none"> • Learning & Development • Diversity Councils • Equity in Managing Talent (Includes Talent Acquisition & Student Admissions, Annual Performance & Leadership Continuity) 	<ul style="list-style-type: none"> • Key Stakeholders (Learners, Patients, Employees) • Cultural Competence & Language Services • Health Equity 	<ul style="list-style-type: none"> • Economic Inclusion (Supplier Diversity & Vendor Development) • Enterprise Sponsorships • Strategic Partners (Community & Civic Orgs, Elected & Public Officials, Benefactors)
VISION	Reimagining health, education, and discovery to create unparalleled value.				
VALUES	Put People First Be Bold & Think Differently Do the Right Thing				