

Anchored in Our Community

2024 FMOLHS Impact Report

 **Diversity, Equity
and Inclusion**

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Creating a Culture of Inclusion

Our Journey Continues

Since our first impact report was published, we have made great progress on our journey to create a culture of inclusion, where every individual is valued, respected and empowered to reach their full potential.

Our commitment to this work is woven into every aspect of our organization: from our talent, compliance, community and operations workgroups to our local ministry DEI councils and team member-led CommUNITY groups. Creating a welcoming environment starts with respect and understanding. Nearly 100 percent of our leaders and team members participated in training to have shared language and understanding as we continue to be a spiritual and healing presence for our patients and each other.

We continue to build upon our formal structure, and this work is not done in a silo. It takes place collaboratively as those who can make the needed changes are empowered to make them happen. Our ministry offers a place of respect and inclusion, and we welcome each person's diverse talents, experiences and backgrounds as gifts. We strive to remove barriers to access and create opportunities for growth and development for all our team members.

With our system-wide focus on health equity, we strive for greater access to healthcare for the communities we are privileged to serve. We are intentional in our efforts to move the needle on social determinants of health, asking our patients about those factors in addition to the medical issue they present with to connect them with any available community resources.

This report showcases our progress, but we know our work is never complete. I invite you to explore these pages to learn more about our efforts to create more just and equitable communities, where all are welcome.

Hunter M. Richardson
Executive Vice President, Chief Administrative Officer



Looking to the Future

Our Goal is Healthy Communities

As a faith-based ministry founded on the principles of being a healing and spiritual presence for the communities we serve, our health system is well positioned to lead these efforts. Our commitment to build healthy communities is unwavering and we understand that societal determinants impact health outcomes. It is for this reason, we made health equity a foundation pillar and imperative.

Over the past three years we've worked tirelessly to create sustainable system structures and repeatable processes throughout our geographical footprint to ensure we help those most in need. Our goal has always been to empower operational leaders to influence and prioritize DEI within their scope of responsibility. I applaud their receptivity, innovation and execution. Regarding health equity, supplier diversity and inclusive hiring, our performance results demonstrate our dedication and strategic prioritization. What we've achieved is nothing less than remarkable.

As we reflect on the past and consider our current environment, our goal is to learn from our mistakes and build a culture of continuous improvement. Progress is the goal. We want our patients and team members to see our commitment to the journey. We want them to trust us to do the work. Together we can move the needle with each strategic effort put before us. As we remain anchored in our mission and with health equity as our foundational pillar, our collaborative workgroups and executive council will ensure every patient receives the absolute best and most appropriate healthcare we can provide. Our local DEI councils, led by local team members, continue to engage our workforce in creating a culture of inclusion. We have expanded our opportunities to listen by launching various CommUNITY groups (employee resource groups). These various tactical approaches provide us with ways to continue to hear and value our team members.

As an adult grappling with generational health predispositions, I've made a personal promise to help the people of Louisiana and Mississippi achieve equitable healthcare. We will advocate through policy and practice. We will maximize our community impact by focusing on the populations that experience the greatest health disparities. This includes collaborating with the right community partners, provisioning place-based investments and aligning a mission-driven workforce to achieve our goals. There is no end in sight. There is only a vision and hope for healthy communities where people can live and thrive.

Tina Schaffer, MA, SHRM-SCP
Vice President, Chief DEI & Talent Strategy Officer



A Blessing for All

Eternal Creator,

Wherever we turn our gaze, we see the wonders of Creation. We see the planets and stars of the sky, and upon the Earth, the infinite variety of plant and animal life and the rich diversity of people.

People of every color, creed and tongue are your gift to humankind. Bless our efforts to foster reverence and love for all of life, joyfulness of spirit, and justice in our workplace. Increase our sense of humility so that each of us better understands and appreciates the life experiences and viewpoints of others. At the same time, increase the spirit of unity across the ministry so that we are truly a healing and spiritual presence for each other and the communities we are privileged to serve.

Creator, we ask for these things in the name of Jesus the Redeemer, in the power of the Holy Spirit.

Amen.

Prayer provided by Sr. Karina Dickey, OP, PhD
Vice President, Mission Integration, St. Dominic Hospital

Anchored by Our Mission

Inspired by the vision of St. Francis of Assisi and the tradition of the Roman Catholic Church, we extend the healing ministry of Jesus Christ to God's people, especially those most in need.

We call forth all who serve in this healthcare ministry to share their gifts and talents to create a *Spirit of Healing* — with reverence and love for all of life, with joyfulness of spirit, and with humility and justice for all those entrusted to our care.

We are, with God's help, a healing and spiritual presence for each other and for the communities we are privileged to serve.

Creador eterno,

Dondequiera que miremos, vemos las maravillas de la Creación. Vemos los planetas y las estrellas del cielo, y sobre la Tierra, la infinita variedad de vida vegetal y animal y la rica diversidad de las personas.

Personas de todos los colores, credos y lenguas son tu regalo a la humanidad. Bendice nuestros esfuerzos para fomentar la reverencia y el amor por toda vida, la alegría en el espíritu y la justicia en nuestro lugar de trabajo. Aumenta nuestro sentido de la humildad para que cada uno de nosotros entienda y aprecie mejor las experiencias de vida y los puntos de vista de los demás.

Al mismo tiempo, aumenta el espíritu de unidad en todo el ministerio para que seamos verdaderamente una presencia sanadora y espiritual para nuestros compañeros y para las comunidades a las que tenemos el privilegio de servir.

Creador, te pedimos estas cosas en el nombre de Cristo Redentor, en el poder del Espíritu Santo.

Amen.

Leveraging National Partnerships

Catholic Health Association

In partnership with Catholic Health Association, Franciscan Missionaries of Our Lady Health System is committed to fostering inclusiveness in our workplace culture, advocating change to end health disparities, and building right and just relationships with our communities. Through our partnership with CHA, we work to develop a comprehensive, strategic and data driven approach on our journey to solve the challenges faced by individuals in our communities. Our approach includes all facets of our organization at both the health system and ministry levels. Learn more about CHA's commitment to heal, to unite and to justice at chausa.org/cha-we-are-called.

Healthcare Anchor Network

Our health system is a proud member of the Healthcare Anchor Network (HAN), a national collaboration with 70+ health systems leveraging their hiring, purchasing and investing power to reduce health disparities and sustain healthy economies. Our commitment as a HAN member is to address the root causes of health disparities, focusing on economic and racial inequities and the social determinants of health that perpetuate them.

By leveraging our business practices around inclusive, local hiring and workforce development, local and diverse sourcing, and community investments, we can tackle these underlying causes of poor health by investing in the social and economic well-being of the communities we serve. The anchor mission approach offers a portfolio of proven strategies that can multiply outcomes without multiplying cost.

Our Anchor Mission Practices



Inclusive, Local Hiring



Local and Diverse Sourcing



Community Investments



Our Model

Our model was designed to ensure system integration, it identified the necessary structure and processes to deliver sustainable results for our patients and team members. Ministry DEI Councils across our geographical footprint ensure team member involvement. These local councils serve as engagement drivers, champion DEI in each ministry, host activities, promote DEI and organizational efforts in their individual ministries, and elevate our mission.

Our four cross-functional workgroups achieve performance outcomes by focusing on talent, compliance, community and operations. The way we've established our structure allows us to gather data and information to fully assess where we are, and continuously evolve to address our future.

We remain true to our commitment with oversight and guidance from our FMOLHS Council of executives and physician leaders.

FMOLHS DEI Council



Talent Workgroup



Compliance Workgroup



Community Workgroup



Operations Workgroup

Ministry DEI Councils

Our Lady of the Angels Health
Our Lady of the Lake Health
St. Dominic Hospital

Our Lady of Lourdes Health
St. Francis Health
Corporate Shared Services

Recognized for Leading Work in Our Community

St. Dominic Hospital Recognized for DEI Efforts

Mississippi Healthcare Executives, the state chapter of the American College of Healthcare Executives, honored St. Dominic Hospital with its Diversity Equity & Inclusion Organizational Award for 2023.

St. Dominic's was celebrated for embodying DEI principles across decision-making, leadership, business operations and governance. Heather Miles, St. Dominic's practice administrator, submitted the nomination.

"Our health system has created a supportive environment where team members of all cultures and denominations feel empowered and engaged, put patients first and strive to meet an 'exceptional experience every time' for not only our patients and their caregivers but for leadership and staff," Miles says. "Our ministry offers a place of respect and inclusion and welcomes each person's diverse talents, experiences and backgrounds as gifts. We continue to grow in our understanding and our value for each unique person, remembering we are all made in the image of God. This is not just talk, but a walk we take daily."

In 2023, St. Dominic's also received a Luminary Award from Mission Mississippi, a cross-denominational organization working to encourage and demonstrate grace in the Body of Christ across racial lines so that communities throughout Mississippi can see practical evidence of the gospel message. St. Dominic's was honored for being a guiding light in living reconciled.



AONL Honors Our Lady of the Lake Health

Our Lady of the Lake Health was honored as the 2023 recipient of the Prism Award from the American Organization for Nursing Leadership. The national Prism Award recognizes an organization that is a leader in advancing diversity and inclusion efforts within the healthcare industry in addition to surrounding communities.

Investing in the Next Generation of Healthcare Professionals and Creating Healthier Communities

Our health system was honored to receive the Philanthropic Visionary Award from Baton Rouge Community College during its 25th anniversary celebration in 2023. This award is given to an organization that has shown exceptional generosity and philanthropic spirit in supporting BRCC's mission and impact.

Our Lady of the Lake's partnership investment to BRCC's Nursing and Allied Health building was the largest in BRCC's history. We are proud to have played a significant role in this project, and we are confident that it will positively impact healthcare education for students from all walks of life. We are dedicated to creating a better and healthier community by empowering the next generation of healthcare professionals.



Talent: Diversifying Our Workforce to Create Inclusive Environments

In our organization, you will often hear the phrase “We are a ministry of relationships.” A diverse workforce brings together individuals with varied backgrounds, experiences and perspectives, fostering creativity, innovation and adaptability.

Our health system is committed to developing leaders who can create inclusive environments. Leaders who embrace inclusivity not only cultivate a culture of respect but also unlock the full potential of their teams by leveraging the strengths inherent in diversity. We are intentional in recognizing and valuing the unique contributions of leaders from diverse backgrounds, ensuring that every voice is heard, and different perspectives are considered.

Our Learning and Leading programs are instrumental in equipping leaders with the skills and mindset necessary to embrace inclusive leadership. These programs go beyond traditional leadership training by emphasizing the importance of cultural competence, empathy and active listening. Foundations in Leadership, a learning series required for new leaders, is at the center of our leaders’ development. They learn to navigate the complexities of diverse teams, appreciating the value that each member brings to the table.

Kellie Barton
Vice President and Chief Talent
Management Officer



Making Education a Priority

Learning is a continuous part of our journey, and we introduced our first required education training to all team members in 2023; **95% of team members and more than 98% of leaders completed the cultural sensitivity training module.** All new team members joining our ministry participate in the training.

We are extending education across our health system, including through new leader orientation and building a course for current leaders on leading inclusively. **All of our leaders (100%) completed our inclusive leadership curriculum, and 97% of our team members have been trained on inclusive patient care.**





Bently Senegal

Empowering Futures Through Mentorship

Participating in the Reginald F. Lewis Scholars program is one of many ways our health system is committed to empowering the next generation of healthcare leaders.

The Scholars program is designed to enhance the collegiate experience of Black male students across the University of Louisiana System, provide valuable opportunities for personal and professional growth, and increase the number of Black male college graduates in the state.

In 2023, the Scholars program's third cohort included six students who completed internships with our health system. We also served as a platinum sponsor of the University of Louisiana's third annual Black Male Summit with more than 600 students attending.

Bently Senegal, director of mission integration & formation with Our Lady of Lourdes Health, has regularly served as a mentor and champion of the program. In his 23 years with our ministry, Senegal has woven his professional expertise in finance with a profound passion for community service.

Senegal has become the face of the Scholars program, recognizing the parallels between his own journey and the challenges faced by the young scholars.

"I see myself and the struggles I had," Senegal says, noting the importance of mentorship and its impact on the lives of young Black men. "I let the young guys know this: Don't take it for granted. Do what you have to do to make us proud so that our efforts won't be in vain."

Senegal emphasizes the importance of imparting life lessons, urging scholars to balance confidence with humility and advocating for perseverance in the face of disappointments.

The impact of the Scholars program is not one-sided, as the interns provide a fresh perspective on healthcare and life. "The interns bless our health system by allowing us to mentor and teach them," Senegal says. "Our intern this year taught us to take a look back on our upbringing and reminded us why we work in healthcare."

Reflecting on the mentorship process, Senegal acknowledges the mutual accountability that emerges. The program becomes a space for reciprocal learning and growth, where mentor and mentee contribute to each other's journeys.

As Senegal continues to mentor new cohorts and witness their successes, he envisions a future where the program thrives. Through partnerships with AT&T and the University of Louisiana System, the Scholars program aims to provide ongoing support and incentives for academic excellence, ensuring that the legacy of empowerment and mentorship endures.



"Dialogue and understanding are the first steps, and at Our Lady of Lourdes Health, we have begun that work through the leadership of our DEI team led by Bently Senegal. We accomplish this through events like the Diversity Walk and highlighting different cultures with monthly celebrations; however, real success comes when it's a part of the fabric of our daily lives. This comes from knowing one another, appreciating our differences and remaining thoughtful in all that we do. This is a journey that is ever evolving."

Stephanie Manson
President, Our Lady of Lourdes Health



Expanding Our Work and Furthering Inclusivity

With a commitment to treating every person served and every team member as a child of God, St. Dominic Hospital has kept racial reconciliation at the heart of its service to the Jackson community for more than 75 years, when the Dominican Sisters took ownership of the then-named Jackson Infirmary.

Building on this legacy, St. Dominic's founded the St. Dominic's Antiracism Team (St. DART) in 2012, the first such team in a hospital setting in the deep South. St. DART members used systemic analysis to address the often subtle ways racism exists. For example, hair care products in patient kits were not optimal for most African Americans. The creation of Diversity, Equity & Inclusion councils throughout our health system led to duplication of efforts, and St. DART decided to entrust its mission to the St. Dominic's DEI Council to carry aligned efforts at both market and health system levels.

"DEI is far broader in scope to various aspects of diversity beyond color or ethnicity but shares an analytical approach," says Sister Karina Dickey, OP, PhD, vice president of mission integration. "I believe St. Dominic's has both accommodated to racial norms in this part of the country and simultaneously resisted in some very significant ways."

For example, as required by law at the time, patient rooms were segregated, but the Sisters addressed Black patients with honorific titles of Mr., Mrs. or Miss along with their last name rather than by first name only, as was the norm at the time. As the Civil Rights movement unfolded in the 1960s, the Sisters made it a policy for all team members to address all patients in that way as a sign of respect.

St. Dominic's journey reflects a commitment to addressing racial dynamics in Jackson. The transition from St. DART to DEI Council signifies a strategic shift, ensuring ongoing efforts to dismantle systemic racism and promote diversity, equity and inclusion within the institution.



Sr. Karina Dickey, OP, PhD

“Creating a culture of belonging is not just a choice; it’s a priority for us and part of who we are. By fostering an environment where diverse voices are heard, valued and celebrated, we are tapping into a wealth of perspectives, ideas and talents. As an advocate for a work culture of inclusion, I believe when we acknowledge and embrace the unique stories and passions each of us bring, we create a workplace that thrives on authenticity and mutual respect. It’s not about knowing someone’s story by a mere glance or by first impression but allowing everyone to share who they are and where they came from.”

*Chuck Spicer, President
Our Lady of the Lake Health
and Our Lady of the Angels Health*



Community: Voices of Inclusivity at Our Lady of the Lake Health

At Our Lady of the Lake Health, efforts to promote efficient and inclusive care continue to be elevated through our nurse-led Diversity, Equity & Inclusion Council. The council began in 1990 as a board committee and was reestablished in 2016.

The development of workplace and community programs continues to progress, including offering the Dialogue on Race Louisiana series for leadership and team members. The series is designed to increase knowledge about racism, the systems and structures that perpetuate racism in today’s social construct, and racism’s impact on everyday lives.

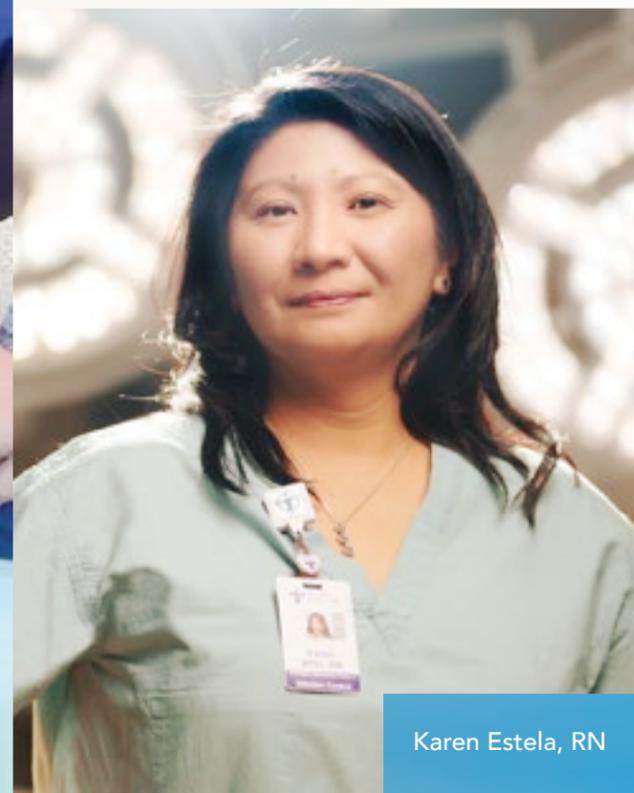
Karen Estela, RN, infection preventionist and chair of Our Lady of the Lake’s DEI council, and Tippy Ventress, RN, director of nursing at Our Lady of the Lake Children’s Hospital and council co-chair, embody our health system’s steadfast commitment to fostering an inclusive workplace.

At the core of our journey is developing relationships and creating a sense of belonging among our team members. Acknowledging diversity is not just a formality. It is an integral part of organizational identity.

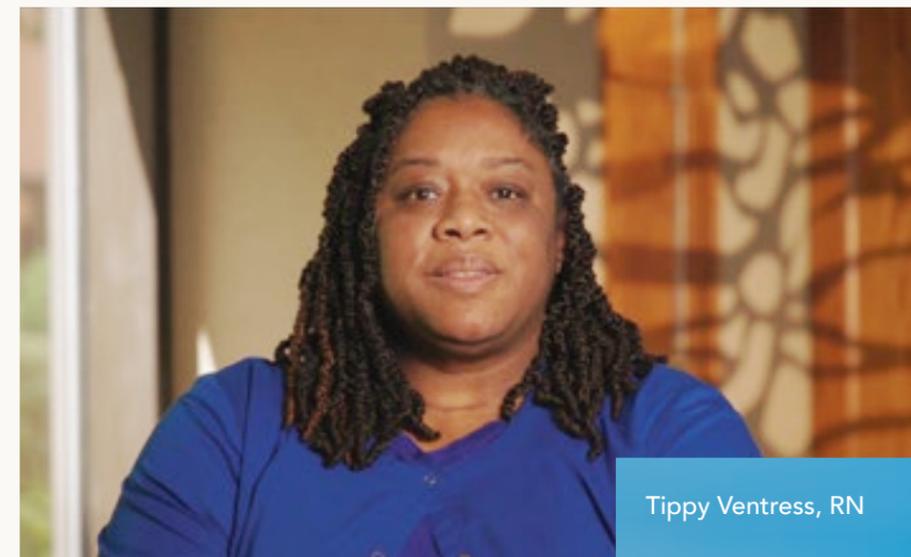
By prioritizing the well-being and inclusivity of team members, Our Lady of the Lake aims to create ambassadors for health equity within the broader community. Recognizing and embracing diversity within the organization lays the foundation for team members to become advocates for health equity in patient care.

This “why” for Karen and Tippy resonates deeply with the belief that a workplace that listens to and values its team members fosters an environment that empowers holistic care for patients and community with equity, justice and dignity.

Our Lady of the Lake’s focus on creating a sense of belonging remains laser sharp. Our team continues to answer the call for inclusion in daily healthcare practices.



Karen Estela, RN



Tippy Ventress, RN

Health Equity

Our health system has added Health Equity as a strategic growth imperative. This foundational pillar is central as we work to ensure all our patients are treated the same and all in the communities we are privileged to serve have access to care.



Welcoming All

Chase Cole, BSN, RN, CPN, has worked for our ministry for eight years and is a nurse at Our Lady of the Lake Children's Hospital's post-anesthesia care unit (PACU).

Cole has been able to put into practice the things he's learned through his work with Our Lady of the Lake's Diversity, Equity & Inclusion Council. Completing the Dialogue on Race Louisiana program, dedicated to the elimination of racism through education, action and transformation, helped open his eyes to the privilege that he had throughout his childhood. "I learned that for some, you can't pull yourself up by your bootstraps if you don't have any bootstraps to grab hold of," he says.

"I appreciate working for an organization that is going to love people and meet people where they are," Cole says. "We must continue the work we're doing. Just as Jesus did, we need to have each and every person at the table. Not only be listening ears but also help amplify other voices – make sure that they're welcomed with open arms."



Chase Cole, BSN, RN, CPN

25%

increase in diverse supply procurement

"Diversity in our vendor relationships is not just a checkbox; it's a strategic imperative. By actively seeking out and supporting diverse suppliers, we contribute to a more equitable and resilient supply chain. Our focus on sustainable and local spending aligns with our mission and ensures that our economic footprint leaves a positive impact on the communities we call home."

Kevin Moraski
Vice President, Supply Chain Services

Bridging the Gaps in Rural Communities

Ronak Shah, MD, Board Certified obstetric gynecologist, leads a transformative approach to maternal healthcare at Our Lady of the Angels Hospital. His dedication to providing top-tier care for the women of Washington Parish and its surrounding areas is not just a professional commitment but also a way of addressing disparities in healthcare.

Located in the small town of Bogalusa, Our Lady of the Angels Hospital provides high-quality healthcare in a rural setting. National healthcare watchdog organization The Leapfrog Group recently named Angels a 2023 Top Rural Hospital, one of only two in Louisiana and 15 in the country. Angels also received an "A" grade for patient safety for fall 2023.

One of the remarkable initiatives at Our Lady of the Angels is its Rise Up program, a substance abuse intervention program tailored for pregnant women. Many rural parts of Louisiana lack obstetricians. Rise Up serves as a beacon of hope for pregnant women grappling with addiction, fostering a supportive environment where seeking help is not met with judgment but with genuine care.

"A big part of our outreach here is to let patients know we want to help you transition and create a healthy environment for them and their baby," Dr. Shah says.

In addition to medication-assisted therapy that prioritizes the well-being of both mother and unborn child, Rise Up provides counseling services and has social workers on hand to provide other support, creating what Dr. Shah calls a "one-stop shop" for pregnant women who are trying to do the right thing for their babies.

In a healthcare landscape often marked by disparities, Our Lady of the Angels Hospital takes a lead role, not only delivering exceptional maternal care but also challenging and redefining norms to make quality healthcare accessible to all.



Ronak Shah, MD

Connecting Communities for Healthier, Inclusive Futures

To ensure we always meet the needs of the communities we serve, each hospital in our health system conducts a Community Health Needs Assessment (CHNA). Assessing community health needs and developing appropriate plans to address them is essential to improving and sustaining the health of our communities. These CHNAs allow us to understand each individual community, the needs identified, and the processes for moving forward to improve health throughout Louisiana and Mississippi.

The hospitals in our health system share two common goals linked to access to care: social determinants of health and health equity. Other significant community needs we are addressing include:

- Access to cancer screenings, primary care, mental health and transportation
- Substance abuse
- Diabetes
- Affordable healthcare for people/families with low income
- Maternal and child health
- Counseling services for depression or anxiety
- Improving health literacy about sexually transmitted disease and HIV
- Heart health or cardiovascular health
- Violence prevention
- Prescription assistance
- Care for the elderly
- Specialty care services
- Obesity/sedentary lifestyles

We improve the health of the communities we are privileged to serve in many ways that extend far beyond the healing ministry of bedside care. In fiscal year 2023, we invested more than \$3.5 million in community benefit through community health improvement services, health professions education, subsidized health services, cash and in-kind contributions, and community building activities, impacting more than 123,000 people.

"In every community, health is a shared responsibility. Our commitment to understanding and addressing the unique health needs of each locality goes beyond traditional healthcare," says Rebecca Mixon, manager of community impact. "Our investments reflect not just a monetary contribution but a profound commitment to the well-being of the people we serve. Together, we forge a path toward healthier, more resilient communities, embracing the diverse needs and challenges that shape our shared journey to better health for all."

\$3.5+
**million in
Community
Benefit**

Honoring & Celebrating Team Members Who Served Veterans CommUNITY Group



Christopher Trevino, MD

As part of our health system's commitment to an inclusive and engaged workplace, our voluntary, team member-led CommUNITY groups foster diversity and unity. The first to be established is our Veterans CommUNITY group, dedicated to providing a supportive environment for team members who have served or are serving in the military.

Christopher Trevino, MD, vice president and physician executive with Our Lady of the Lake Health and lieutenant colonel in the U.S. Army National Guard, is the group's executive sponsor.

"Veterans are near and dear to my heart, and it was easy for me to say yes, I'll participate," Dr. Trevino says. "We have had some great movement and ideas, and significant effort has been made to identify patients who are veterans and thank them for their service."

Dr. Trevino highlights the importance of listening to people who have walked similar paths and learning how their insights can contribute to a more informed workplace. The military experience is distinct, requiring a tailored approach to appreciation and understanding.

While weaving a tapestry of gratitude – for team members as well as honoring patients who are veterans or actively serving – the group bridges diverse experiences and embodies our ongoing commitment to create an inclusive, empathetic and appreciative workplace culture.

Dr. Trevino explains that efforts extend beyond token appreciation, however; it's about recognizing the unique challenges faced by veterans and showing genuine gratitude.

5,000+

Veteran team members

The group's goal is clear — to make every interaction with veterans an opportunity to express profound appreciation for their service.

Belinda Wilber is chair of the Veterans CommUNITY group, and Cassidy Broussard is co-chair. The group meets quarterly in a virtual setting to allow team members from all markets to participate. Wilber is an infections preventionist who is a peace time active duty and Louisiana National Guard veteran. Broussard is a supply chain process specialist and is an active-duty wartime veteran.

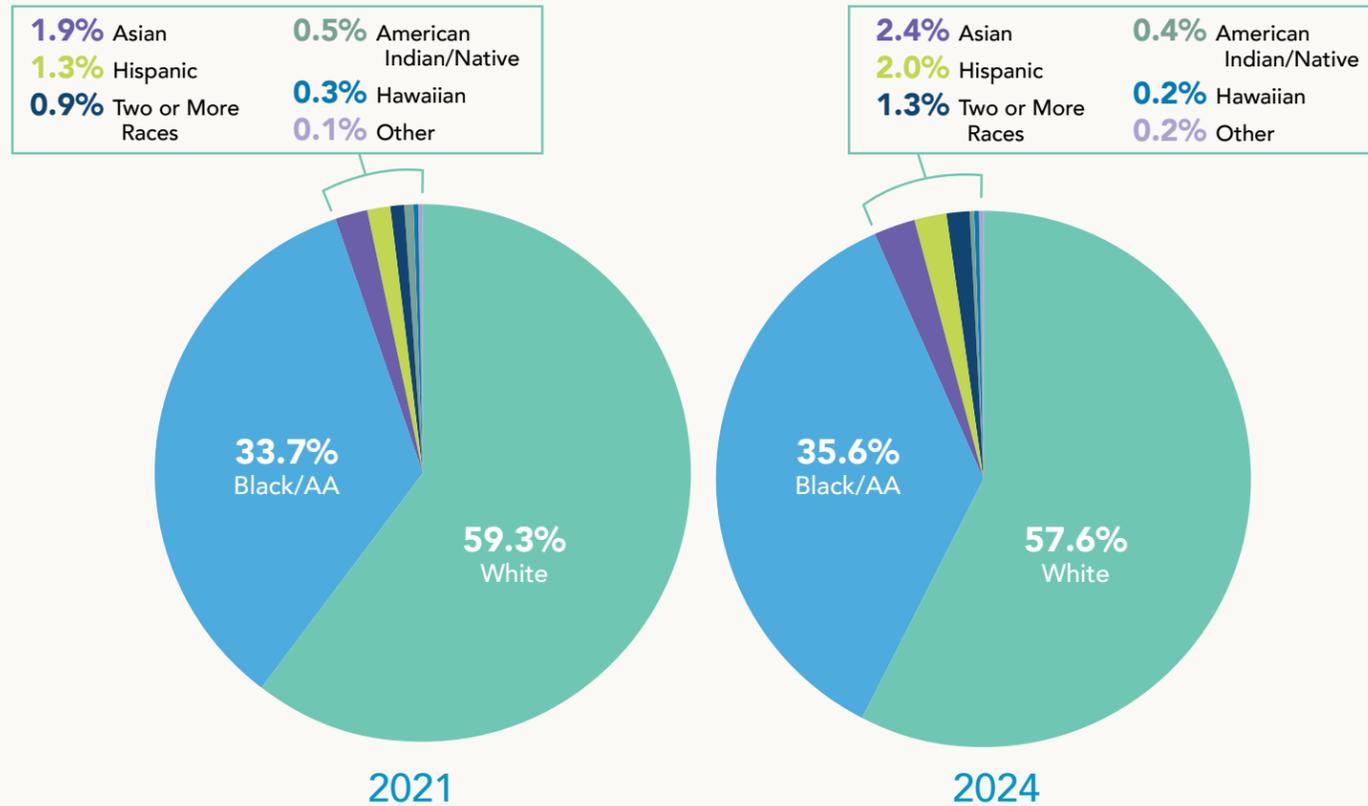
Team member groups like the Veterans CommUNITY group play a vital role in creating nuanced understanding and support, and additional groups are being established as volunteers come forward to lead. In 2024 we will expand our team member resource groups, including launching our CommUNITY group for Gen Z and Millennial team members, led by Rafael Flores, director, Mission Integration, Our Lady of the Angels Health.

Team Member Demographics (July 1, 2022 – June 30, 2023)

| Generation | Age | Count |
|--------------------------------------|-------|--------|
| Silent Generation (1928-1945) | 77-94 | 30 |
| Baby Boomer (1946-1964) | 58-76 | 2358 |
| Generation X (1965-1980) | 42-57 | 5625 |
| Millennials (1981-1996) | 26-41 | 7010 |
| Generation Z (1997-2012) | 10-25 | 2522 |
| Total | | 17,545 |

Our Communities Are Changing and So Are We

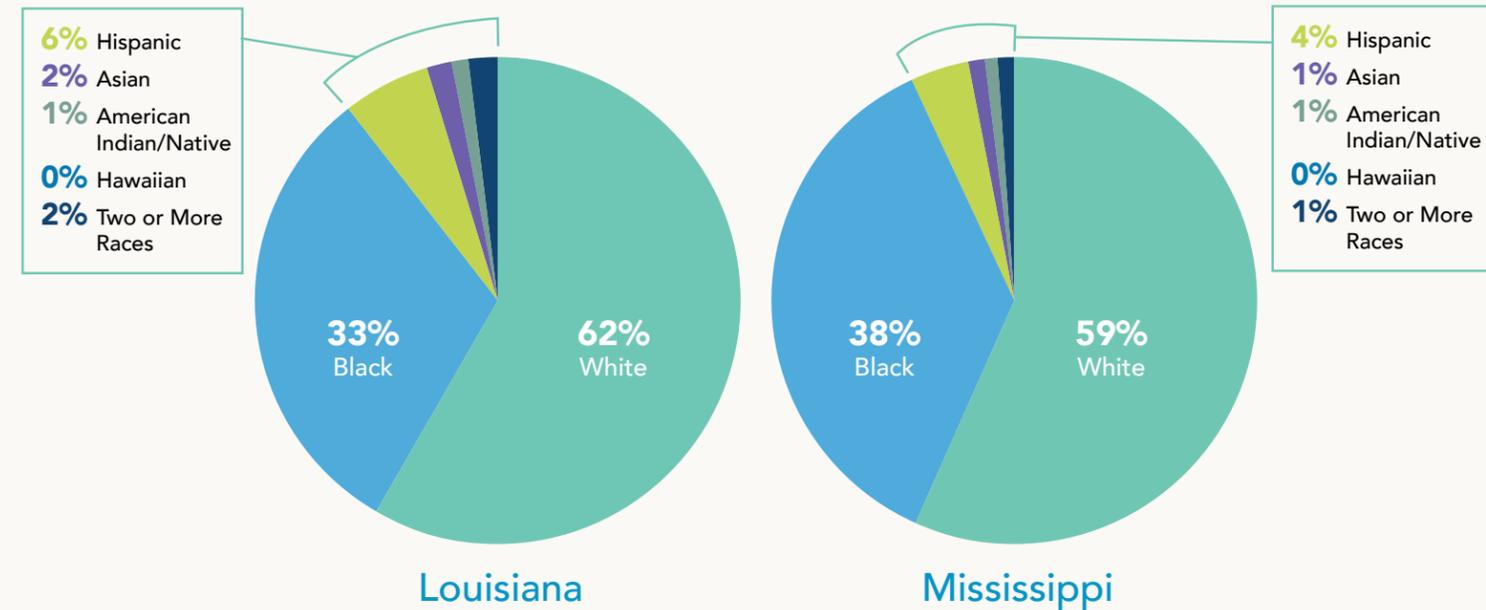
Team Member Demographics
Race/Ethnicity



The percentage of team members who are minorities increased from **38.7%** to **42.4%** since our 2021 impact report.

Communities We Are Privileged to Serve

Our States' Race/Ethnicity



We're All Anchored in Our Community

Thank you to our executive leadership, workgroups and especially our team members and leaders who serve on our DEI councils and are consistently doing the work to be anchors in our communities.

Our Lady of the Angels Health

Chair/Marketing: Angela Lambert
Executive Sponsor: Rafael Flores

Our Lady of the Lake Health

Chair: Karen Estela
Co-chairs: Tippy Ventress, Ericka Washington
Executive Sponsor: Gordon Heiselbetz
Marketing: Allyson Sanders

Our Lady of Lourdes Health

Chair: Bently Senegal
Executive Sponsors: Julian Briggs, Sherelle James
Marketing: Sarah Vincent

St. Dominic Hospital

Chairs: Neha Thakur, Tom Head
Executive Sponsor: Sister Karina Dickey
Marketing: Meredith Bailess, Kaitlynn Forester

St. Francis Health

Chairs: Yumeki Harden, Christina Randle
Executive Sponsor: Victor Vidaurre
Marketing: Sandra Nalley

Corporate Shared Services

Chairs: Charla B. Johnson, Pedrina Blouin
Executive Sponsor: Will Landry
Marketing: Annie Wilson

Paving the Way for Inclusivity and Access

Honoring the Past and Shaping the Future

Since joining our ministry as director of Diversity, Equity & Inclusion in November 2022, Asha Johnson has been instrumental in shaping the narrative of inclusivity and access within our health system. Her dedication extends beyond her professional commitment and is deeply personal.

Johnson's commitment to workforce development and DEI is a fusion of her professional growth and the recognition that the work is inherently linked to the same goal – removing barriers to access. Growing up, Johnson experienced the impact of having barriers removed, a realization that propels her dedication to creating career pathways for others.

Johnson's answer to "why DEI" is rooted in her personal journey and the legacy of those who cleared the way for her.

Johnson has witnessed the remarkable progress of our health system's DEI journey.

"I think we've come a very long way in a very short amount of time," Johnson says. "We are joined in this work by a team of workforce development intermediaries and partners from local academic institutions. Our DEI Council leaders also volunteer their time and play pivotal roles in the progression of this work."

Johnson says the work of DEI never reaches a static finale. "The work never ends – there's never an 'OK we reached it' moment," she says. "The end game is that our efforts and our reach grow exponentially to our patient population and our team members. The goal is that all of God's people feel included, as we are all made in his image. The goal is to ensure that barriers to access are removed and that everyone sees themselves and their humanity in each other and as an integral part of this work. Inclusivity and our ongoing commitment to removing barriers to access remain at the forefront of this vision for our health system, ensuring we continue to evolve as a beacon where all are welcome."

Asha Johnson
Director, DEI





**Franciscan
Missionaries
of Our Lady**
HEALTH SYSTEM

fmolhs.org/dei