	THE JOHNS HOPKINS HEALTH SYSTEM CORPORATION/ THE JOHNS HOPKINS HOSPITAL HUMAN RESOURCES POLICY & PROCEDURE MANUAL	Policy Number	HR 700
		Effective Date	March 1, 2007
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	Workforce Diversity Statement	Supersedes	October 1, 2003

STATEMENT

Johns Hopkins Health System Corporation (JHHSC) and The Johns Hopkins Hospital (JHH) is committed to building an exemplary patient care community that offers a nurturing and challenging intellectual climate, a respect for the spectrum of human diversity, and a genuine understanding of the many differences-including race, ethnicity, gender, age, socio-economic status, national origin, sexual orientation, disability and religion that will enrich the vibrant Johns Hopkins Hospital community. It is incumbent upon each employee to share the responsibility of creating and maintaining an environment of mutual respect and support.

Employees learn and work better when their work environment occurs in a setting where they are interacting with others who are unlike themselves. JHHSC/JHH employees with the commitment to equity will be the champions of diversity in our organization. They will be immediately recognized not only in our institution but in their community for valuing and leveraging differences to fuel innovation.

Support of positive engagements through our workforce diversity will make all employees feel comfortable encountering members of different racial, ethnic and religious groups. Support from senior management will have the greatest success of promoting the personal growth of employees and the institution as a whole. There is an institutional expectation that every employee of JHHSC/JHH embrace the underlying values of this vision and is willing to demonstrate a strong commitment to attracting, retaining and supporting all employees who reflect the diversity of our larger society. JHHSC/JHH is committed to holding leaders and managers accountable for developing a workplace in a way in which the unique qualities of employees are best used to contribute to the mission.


JHHSC/JHH are committed to ensuring that the value of diversity is upheld in everything that we do for our employees, patients, families, visitors, customers, the broader community, and all individuals, groups, and organizations that help us to achieve our mission. JHHSC/JHH will ensure that patient care, service delivery, and a culturally competent healing environment is designed in a way that respects the individuality of employees, patients, and visitors.

JHHSC/JHH is committed to ensuring that all employees receive diversity education and training.

RESPONSIBILITIES

Vice Presidents, Directors, Administrators and Managers

1. Sponsor education and training programs related to diversity and cross-cultural communication.
2. Participate in diversity and cross-cultural communication education and training.
3. Align policies, procedures, practices, and systems with the Workforce Diversity Statement.
4. Provide incentives to staff that embrace workforce diversity and seek out diversity initiatives.

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- Utilize the Performance Management System to coach, counsel, and discipline any employee who intentionally does not support this policy.

Employees

- Be aware of the expectations of this policy and create culturally competent care for patients, families, visitors, and other employees in a way that embraces the workforce diversity.
- Act on feedback provided by their supervisor related to their performance with respect to carrying out the Workforce Diversity Statement in their duties and responsibilities.

Diversity/EEO Consultant

- To design and monitor the effectiveness of the statement.
- To provide education, training and support to managers and employees regarding the purpose and intent of the statement.

SPONSOR

Vice President, Human Resources

REVIEW CYCLE

3 years

APPROVAL



Vice President, Human Resources

Date