

# AWARD NOMINATION

Award Category  
**Corporate Ally**

2021  
Business & Community  
**EXCELLENCE**  
AWARDS



Nominated Business: **Children's Health**

## DETAILS

Children's Health is committed to making life better for children. As one of the largest and most prestigious pediatric health care providers in the country and the leading pediatric health care system in North Texas, Children's Health cares for children through more than 750,000 patient visits annually.

At Children's Health, we embrace and value as many voices and perspectives as possible and strive to create opportunities for every team member to engage, develop and advance their careers. Our approach is data-driven, people-centric and aligned with the strategic goals of the organization. We aim to be the employer of choice for diverse talent! We work to create an inclusive environment that attracts and retains the best and most diverse talent. Initiatives of our D&I team ensure equitable treatment, equal access to opportunity, diversity education and diverse representation at all levels of the organization. Our employee workgroups, which include a Health Equity, Diversity & Inclusion Commission, women's empowerment, LGBTQ+ and veterans' groups, act as champions for equity and inclusion across the organization. We emphasize workforce development through strong community partnerships and structured programs, we help individuals begin or grow their careers at Children's Health.

At Children's Health, we have long supported the LGBTQ community through our community engagement and patient-centered care and services. We strongly believe that no one in the LGBTQ and allied community should face discrimination or receive inequitable care because of their sexual orientation or gender identity.

The Human Rights Campaign Foundation has recognized our commitment to the LGBTQ equity and inclusion through its annual Healthcare Equality Index (HEI). HEI is the national LGBTQ benchmarking tool that evaluates policies and practices for health care facilities.

In 2020, we earned a "Top Performer" HEI designation, scoring 90 out of a possible 100, but there is still room for improvement.

Over 200 hundred members strong, the Children's Health PRIDE employee workgroup has helped foster an inclusive, safe, and welcoming environment for those who identify as LGBTQ. PRIDE seeks ways to advocate for our LGBTQ patients, team members, community, and allies. Since its formation, PRIDE has made significant progress in key areas:

- Completion and submission of the Human Rights Campaign Foundation HEI Survey.
- Fostering relationships with LGBTQ-focused community organizations, both locally and nationally.
- Advancing LGBTQ-focused policies within the Children's Health organization and supporting LGBTQ team members.
- Serving as a conduit for LGBTQ issues related to the employee or patient experience.

The vision of PRIDE at Children's Health is to work to provide resources, support, recognition and education on LGBTQ topics and organizational initiatives with the goal of advocating an inclusive experience for children, for those who love them, and for those who enable and provide care to them.

#### Celebrating Diversity

- Pronoun option in our official email signature
- Transgender employee transition policy
- Inclusive signage in hospitals
- Inclusive Zoom background
- PRIDE month education playlist in Cornerstone
- Rainbow stickers handed out for daily COVID screenings during PRIDE 2020
- Worked with EPIC to improve their demographic information related to the trans community
- Hosted internal open mic night for National Coming Out Day in 2020
- Internal "Inclusive Care for Gender Diverse Youth" webinar in 2020
- Internal "Voices of Gender Diverse People at Children's Health" forum in 2021