



Creating a More Diverse and Inclusive Culture through Purpose-driven Leadership



Today's speakers



Marc Gorelick, MD
Chief Executive Officer



James Burroughs
Sr. Vice-President, Government
and Community Relations,
Chief Equity and Inclusion
Officer



Jennifer Soderholm
Sr. Vice-President and Chief
Development Officer



Lori Counts, FAHP
Principal Consultant
Accordant Health



Today's agenda

1. About Children's Minnesota
2. A CEO's vision
3. Organizational change
4. Board action

Children's Minnesota





How We Made DEI a Priority

- Strategic Vision
- Quality Oversight
- Board Composition and Culture
- Championship and Advocacy





Our First Steps

- 2016 Community Health Needs Assessment
- Joined over 750 CEO's from across the country in a pledge/call to action to advance diversity and inclusion in the workplace and share best practices as part of the CEO Action Network.
- Hired a Chief Equity and Inclusion Officer

Executive Leadership Team: 2019 - 2021



Trevor Sawallish
SVP, Clinical Operations &
Chief Operating Officer



Jennifer Olson
SVP, System Operations
and Chief Strategy Officer



Emily Chapman, MD
SVP, Medical Affairs and
Chief Medical Officer



Marc Gorelick, MD
President and Chief
Executive Officer



Brenda McCormick
SVP, Finance and Chief
Financial Officer



Pam VanHazinga
SVP, Patient Care Services
and Chief Nursing Officer



Maria Christu
SVP, Chief Legal Officer



Jennifer Soderholm
SVP, Chief Development Officer
and President, Children's
Minnesota Foundation

Executive Leadership Team: 2021 - Present



James Burroughs II
SVP, Govt. & Comm. Relations Chief
Equity and Inclusion Officer



Laurin Cathey
SVP, Chief Human
Resources Officer



Emily Chapman, MD
SVP, Medical Affairs and
Chief Medical Officer



Marc Gorelick, MD
President and Chief
Executive Officer



Dave Lunda
SVP, Chief Information
Officer



Brenda McCormick
SVP, Finance and Chief
Financial Officer



Caroline Njau
SVP, Patient Care Services
and Chief Nursing Officer



Andy Pugh
SVP, Chief Legal Officer



Jennifer Soderholm
SVP, Chief Development Officer
and President, Children's
Minnesota Foundation



Cultural Synergy

- Why was Children's Minnesota the right fit?

The Foundation Board IDI Implementation

- Set expectations for Board journey
- Crucial conversations
- Individual work
- Group work
- Continued Board content and immersion events



Consistency in our
words and actions...
living this each day
from meeting to
meeting for the good of
our personal growth,
board advancement and
mission achievement





Diversifying the Foundation Board of Directors

Nine people of color have been recruited onto the Foundation Board of Directors over the last three years

The number of women on the board have increased from eleven in 2020, to twenty in 2023.

The number of board members from the East Metro neighborhood increased from four in 2020 to nine in 2023.



Lessons we can offer to you:

- Support from the top (CEO and Board Chairs) is critical
- Partner with strong DE & I colleague(s)
- Look for additional partners across the health system
- Center this work in the mission
- Create space for *all* journeys
- Confidently stay the course
- Listen, learn and *act*

Questions?



Thanks!

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