

Diversity, Equity & Inclusion

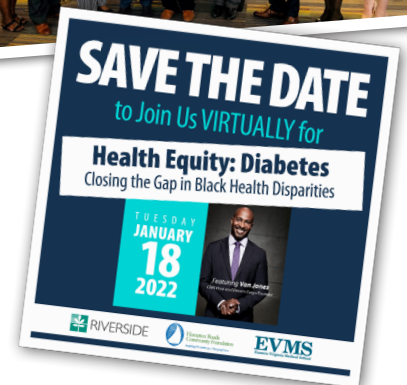
2022 Year in Review

Riverside is committed to:

- a culture of consistency in the advancement of diversity, equity and inclusion (DEI)
- building a diverse talent pipeline with advancement opportunities for all
- fostering an inclusive culture that supports the diversity of our workforce, our patients and our residents

While recognizing that the work of our DEI team is ongoing, we are excited to share highlights of our 2022 projects and accomplishments below:

- Established structure for leadership and team members to engage and collaborate on DEI strategic plan initiatives and goals to include the Diversity Advisory Committee and the DEI Leadership Committee.
- Launched a communications strategy to educate team members and the community about diverse observances, activities and community events.
- Partnered with community organizations to assist Riverside Talent Acquisition and Riverside College of Health Careers in recruiting diverse talent including the Urban League of Hampton Roads, Virginia Center for Inclusive Communities, Virginia Asian Chamber of Commerce, Black Brand (Hampton Roads Black Chamber of Commerce), Hispanic Chamber of Coastal Virginia, UNCF and Hampton University.
- Launched a comprehensive 3-year learning journey for all team members to participate in a formal unconscious bias training and open dialogue sessions.
- Established an external think-tank of more than 50 DEI practitioners from local health systems, businesses, higher education institutions, municipalities, government agencies and non-profit organizations to discuss best practices and community collaboratives.
- Held the first annual Health Equity panel discussion to educate the community about diabetes health disparities in the black community with Van Jones of CNN and in partnership with the Hampton Roads Community Foundation and EVMS.
- Launched the Food as Medicine program to impact BMI and blood pressure outcomes of patients at the Charlie W. and Golden Bethune Community Health Clinic.
- Established a dashboard for Riverside health equity outcomes.
- Established the Inclusion, Diversity, & Equity Academy for Leadership (IDEAL) program to help recruit diverse, young talent from local colleges.



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