

**DISTRIBUTION
DATE:**

January 26, 2012

POSITION:

Chief Diversity Officer

LOCATION:

Home Office

REPORTS TO:

Senior Vice President, Human Resources

BRIEF SUMMARY:

Our value of human dignity and inclusion calls us to ensure CHP is a place where all people feel comfortable in our healing ministry. To accomplish this, we are committed to four basic goals in diversity:

1. Provide culturally competent patient care
2. Develop partnerships with diverse vendors
3. Recruit, develop and retain diverse talent to reflect the communities we serve
4. Strengthen leadership accountability for diversity

To make further progress, CHP needs to grow our diversity programs, improve acquisition of diverse Senior Leadership Team talent, and accelerate the development of our internal diverse talent.

**POSITION
CRITERIA:**

- Bachelors degree required, advanced degree (MBA, etc.), SPHR, CEBS preferred.
- 3-5 years diversity and inclusion or talent acquisition role, preferably in Hospital/healthcare related field.
- Strong analytics and working with various demographic forms of financial and quality data.
- Experience working with concepts, practices, and procedures in associate health or population health management, esp. how cultural issues impact care.
- Proven ability to influence senior leaders.
- Understanding and knowledge of trends and innovations in area of diversity and talent acquisition.

**KEY JOB
RESPONSIBILITIES:
(not all-inclusive)**

- Works to help plan, develop, direct, execute and evaluate of all Diversity & Inclusion programs and initiatives to ensure that they are aligned with and integrated into the organization's business goals and objectives
- Ensure that diversity and inclusion is fully integrated and aligned with Talent Management strategies to identify select access and develop Non-Majority (diverse) talent.
- Assess diversity and inclusion initiatives in relation to their design, implementation and communication to determine their effectiveness; measure their impact on employees and organization objectives, culture and values
- Partners with the HR recruitment efforts to develop and implement cutting edge strategies and tactics to attract, retain and develop a highly diverse and high performance workforce.
- Conduct benchmarking analysis; and stay current on the latest research and trends

associated with diversity and inclusion.

- Produce various diversity and inclusion reports: trend analysis; request customized reports as necessary; conduct inventory of internal and external resources; manage relationships with select external organizations and associations; identify influential issues and concerns; create or update company policies impacting diversity and inclusion.
- Lead the System's diversity council and inclusion initiatives.
- Set and measure program effectiveness and progress through CHP's diversity scorecard and embed these measures into our strategic and operating plans.
- Responsible for promotion, development and acquisition of diverse Senior Leadership Talent.
- Launch a sourcing project to develop a virtual bench of diverse talent for CHP's Senior Leadership Team.
- Create and lead the internal search function for SLT.
- Work with Chief Learning Officer to use CHP's talent systems to serve as the talent director for diverse talent within the organization, accelerating minority career development and leading programs like the CHP Administrative Fellows Program which are focused on improving diversity.
- Lead Diversity Practice team, setting system goals and evaluation performance of local embedded diversity officers.

Results Expected in 2012:

- Achieve target for SLT diversity by creating a talent and search process to diversify our SLT and holding field leaders accountable.
- Assess the diversity of our SLT talent pipeline and build a virtual external bench of diverse leaders.
- Strengthen our recruiting process for diverse SLT and Fellows by improving our NAHSE involvement.
- Assess and cure our gaps in patient experience and care for minority and disenfranchised patients.
- Design and deliver a program to increase SLT awareness and empathy for cultural issues impacting health management in the diverse communities we serve (partner with Mission).

TIME FRAME: Interested candidates should submit a resume by February 27, 2012.

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