

St. Jude Commitment to Diversity, Equity and Inclusion

Starting with our founding

St. Jude Children's Research Hospital has a diverse, global patient population and workforce, built on the principles of diversity, equity and inclusion. Founder Danny Thomas envisioned a hospital that would treat children of the world—regardless of race, religion or a family's ability to pay.

Renowned Black architect Paul Revere Williams designed the star-shaped building that, in 1962, became the first fully integrated children's hospital in the segregated South. Patients of many races and ethnicities shared the same hospital rooms and dining facilities. In most Southern hospitals at the time, Black employees, even those with university degrees, normally worked in service areas. St. Jude hired these pioneering men and women as doctors, researchers and nurses.

Continuing today

Today, we continue the mission to advance cures and means of prevention for pediatric catastrophic diseases through research and treatment. As we accelerate this progress globally, we believe our legacy of diversity, equity and inclusion is foundational to success.

We view diversity as encompassing the visible and invisible traits that make each of us unique. We believe that our institution flourishes when we create an environment that values diversity and provides equal access to opportunities. Therefore, we commit to developing a culturally skilled and diverse workforce that continues to improve how we relate to each other and the patients we serve.



Commitments

With the commitment of leaders at all levels of the organization, we strive to ensure the St. Jude culture, leadership approaches and talent processes are equitable and culturally responsive. We commit to enhancing our approaches in several ways, including but not limited to:

1. Developing in managers the skills required to lead an increasingly diverse workforce
2. Enhancing the cultural humility of our entire workforce to enrich the experiences of employees, patients and families regardless of their gender, race, religion, sexual orientation or socio-economic status



3. Ensuring no barriers exist to recruiting, advancing and retaining a diverse and engaged workforce
4. Meaningfully addressing bias through workforce training and open dialogue

These commitments help to ensure that St. Jude is a place where employees, patients, families and community members feel a sense of belonging, empowerment and respect.

Actions and changes

St. Jude is translating these commitments into meaningful actions and changes. After engaging with expert consultants, the institution launched the Office of Diversity and Inclusion in 2019. The role of senior vice president of Diversity and Inclusion, which reports to the CEO, was also created.

In the subsequent two years, St. Jude instituted policy changes to increase equity in science. One policy pauses the tenure clock for faculty members who are new parents. Another provides these parents with reimbursement for childcare-related expenses they incur to attend professional or educational events related to their careers. We have also begun to enhance recruiting approaches.

We also expanded a comprehensive network of governing bodies and employee resource groups (ERGs) with members from across the institution. These organizational structures advance diversity, equity and inclusion at St. Jude, provide educational opportunities for employees, amplify employee voices and help drive momentum institution-wide.

Importantly, we created training to address bias and have provided forums for dialogue about racism, gender equity, cultural humility and inclusive leadership. Departments, divisions and workgroups are taking steps to strengthen the diversity and inclusive culture of their teams. Some have activated diversity and inclusion councils, committees and working groups as forums for communication and collaboration.

Based in data

Finally, we seek to guide our efforts with objectivity and evidence. Human Resources and Diversity and Inclusion have begun a workforce data analytics initiative to monitor and report progress. We will be transparent in sharing data and our progress with St. Jude employees.

Strategic priority

Commitment to diversity, equity and inclusion at St. Jude is a strategic priority, endorsed by our leaders. We each play a role in advancing the institution's legacy and vision for a day when no child dies in the dawn of life. With a shared commitment to these principles, we can accomplish Danny Thomas' dream for children everywhere.



Diversity & Inclusion

