

Diversity Survey Executive Summary

Explanation of Questions and Survey Results

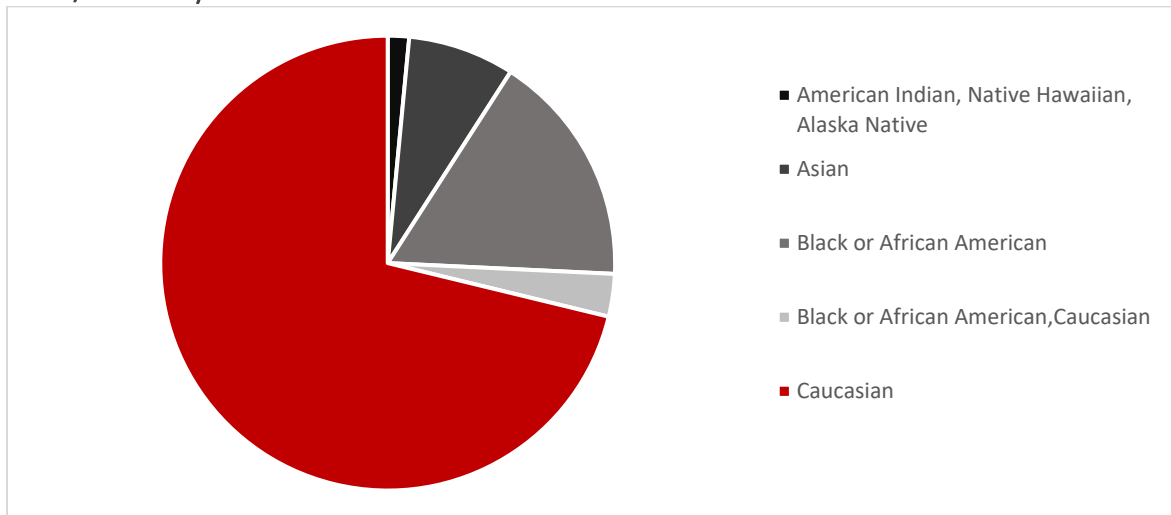
- The Diversity, Equity and Inclusion Committee surveyed HSMP alumni from August 10th through August 24th and received 74 unique responses.
- The questions covered the following topics:
 - Demographics individuals identify as or are allied with
 - HSMP alumni programming
 - Mentor/mentee interest

Key Takeaways

- There was substantial interest in mentoring students or volunteering support for students, especially those of underrepresented backgrounds.
- There was interest in all categories of proposed programming options, such as speakers and webinars, with the biggest affirmed interest in mentoring students and/or early careerists.
- Lastly, almost one-third of respondents were enthusiastic about championing the work of the DEIC committee.

Data Response Highlights

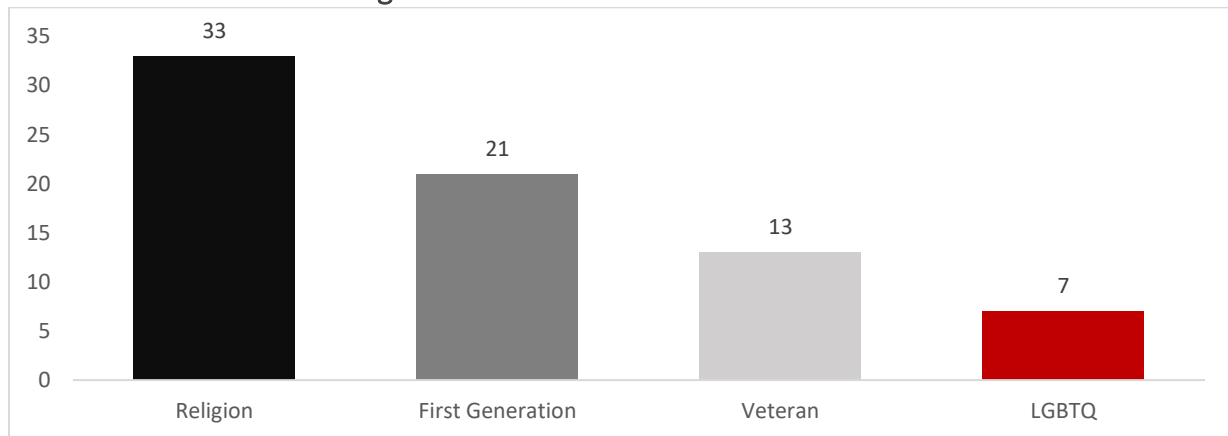
Race/Ethnicity



Highlights

- 28.8% of respondents identify as or are allied with races other than Caucasian
- 71.2% of respondents identify as or are allied with Caucasian

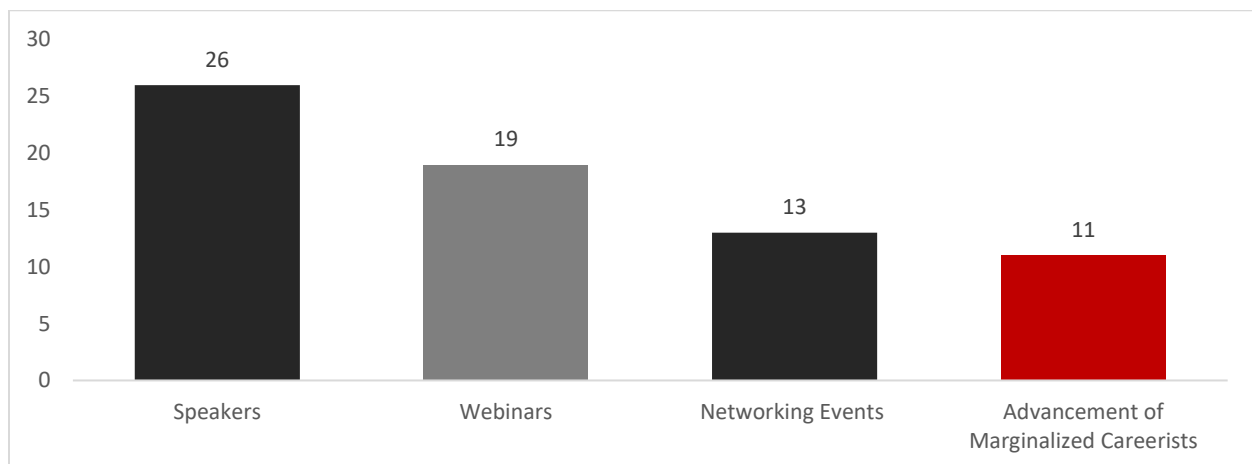
Self-Identified Diverse Categories



Highlights

- Almost half of the survey respondents, 43%, identify as or are allied with a religion
- Nearly 30% of survey respondents identify as a first generation college student
- There were 13 active participants that identify as or are allied with being in the military or a veteran
- Almost 10% of survey respondents identify as or are allied with LGBTQ

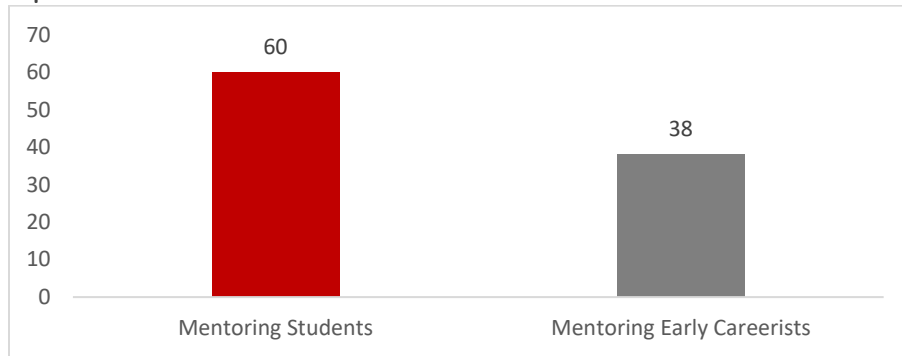
Programming Categories of Interest



Highlights:

- Respondents' interest in speakers was the most popular HSMP programming option chosen in the survey.
- The remaining three programming options also had moderate interest with a minimum of 14% interest from respondents.

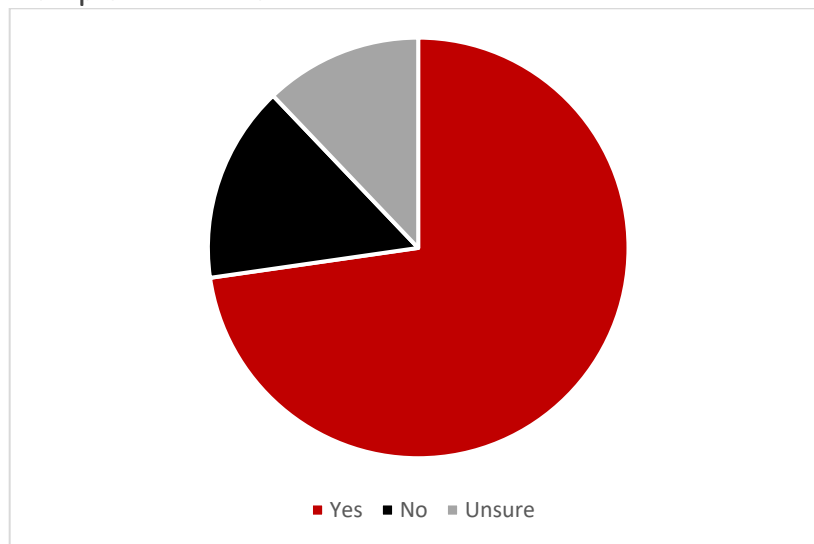
Mentorship Interest



Highlights

- Mentorship had the largest positive response of all the programming options in the survey with over 58% of respondents interested in mentoring students and/or early careerists.

Willingness to Champion DEIC Work



Highlights:

- Approximately a third of respondents were enthusiastic about championing the work of the HSMP DEIC Committee (N=24).
- A few respondents stated a desire for more information and details before confirming their interest.

Suggestions and Voluntary Information

Survey results also had specific information that respondents volunteered. Information volunteered included topics like individual respondent's passions/experiences, interests in women's or minority leadership work, suggestions on how to build an effective mentoring program or a general willingness to help advance the work of the DEIC committee in whatever capacity is needed.

Women's Leadership

- *As a 91-year-old retired single mother of 5, I would be happy to share some of my experiences with the women today through Zoom*
- *It may be helpful to highlight the special challenges of mothers in the workplace in health administration and navigating fellowship and career advancement as a mother*

Interest in Mentorship

- *I have mentored students/young careerists through ACHE and Ernst and Young*
- *I have been an active participant in our Ambassador and mentorship programs in the Medical University of South Carolina MHA program. I have helped select MHA students with job networking*

Interest or experience in supporting diversity and inclusion

- *I am a Catholic religious sister that is very involved in diversity, inclusion and more in our congregation and health system*
- *As a heterosexual white male, I realize that my gender, sexual orientation and race have given me an advantage in my career. My current mentorship of an African American woman has given me a deepened awareness of the prejudice women of color face.*
- *I am passionate about working with students of color, especially those who are motivated to pursue health administration*