

Legacy Health

Diversity in Action

Goal: Support and Reflect Community Diversity

- **Community Needs Assessment:**
 - Legacy leaders interviewed over 120 community leaders about health disparities and the best ways to monitor and address health inequities. This will be used to determine how Legacy can meet the needs of our community.
- **Community Outreach:** Legacy partners with local organizations and provides services to those in our communities. Here are some examples of what we have been doing:
 - We are a recognized leader in Oregon in school-to-work partnerships, and provide 10 formal partnerships in Portland, Gresham and Tualatin.
 - We partner with youth programs that provide healthcare experiences to diverse and at-risk students, such as New Avenues for Youth, Youth Employment in Summer (YES), and Self Enhancement, Inc. (SEI).
 - We offer free or inexpensive prevention and early detection screenings in which more than 2,000 people attend each year.
- **Enhance Supplier, Vendor, Procurement and Contracting Programs:** Legacy's purchasing strategy values minority- and women-owned businesses, which currently comprise approximately 7% of purchasing dollars.
 - We are proud to have been recognized by the National Association of Minority Contractors as the private organization that provided the most exceptional support to Oregon minority contractors in 2009.
 - We have developed a mechanism of capturing and tracking diverse suppliers which enables us to monitor representation and has increased our ability to identify our expenditures with suppliers.
 - We have increased diversity expenditure capture from \$480,000 reported in March 2011 to \$8,817,000 in June 2011.
- **Employee Volunteerism and Activism:**
 - Legacy employees serve on 140 community boards and committees and donate almost 3000 volunteer hours per year.
 - We support many annual diversity events, such as: Unity Community Breakfast, Partners in Diversity, African American Health Coalition Walk, LGBT Pride Parade and more.
- **Community Donations:**
 - In 1998, Legacy's Board of Directors authorized a \$10 million fund designated for major health initiatives in the Portland-Vancouver metropolitan area.
 - The Community Health Fund has worked to reduce disparities for communities of color in health, education and housing. From 1999 through FY 11, the fund granted \$5.9 million to the community, with 55.6% of these dollars allocated to projects serving communities of racial and ethnic diversity.
 - We provide free office space on our campuses to 8 nonprofit and faith-based organizations- 3 of which are culturally specific organizations and 2 whose populations are primarily communities of color, totaling over \$76,000 annually of in-kind expenses.
 - Legacy's non-cash donations exceed \$3 million annually and include services and items such as mammographies, flu shots, clinical training and surplus equipment and furniture.

