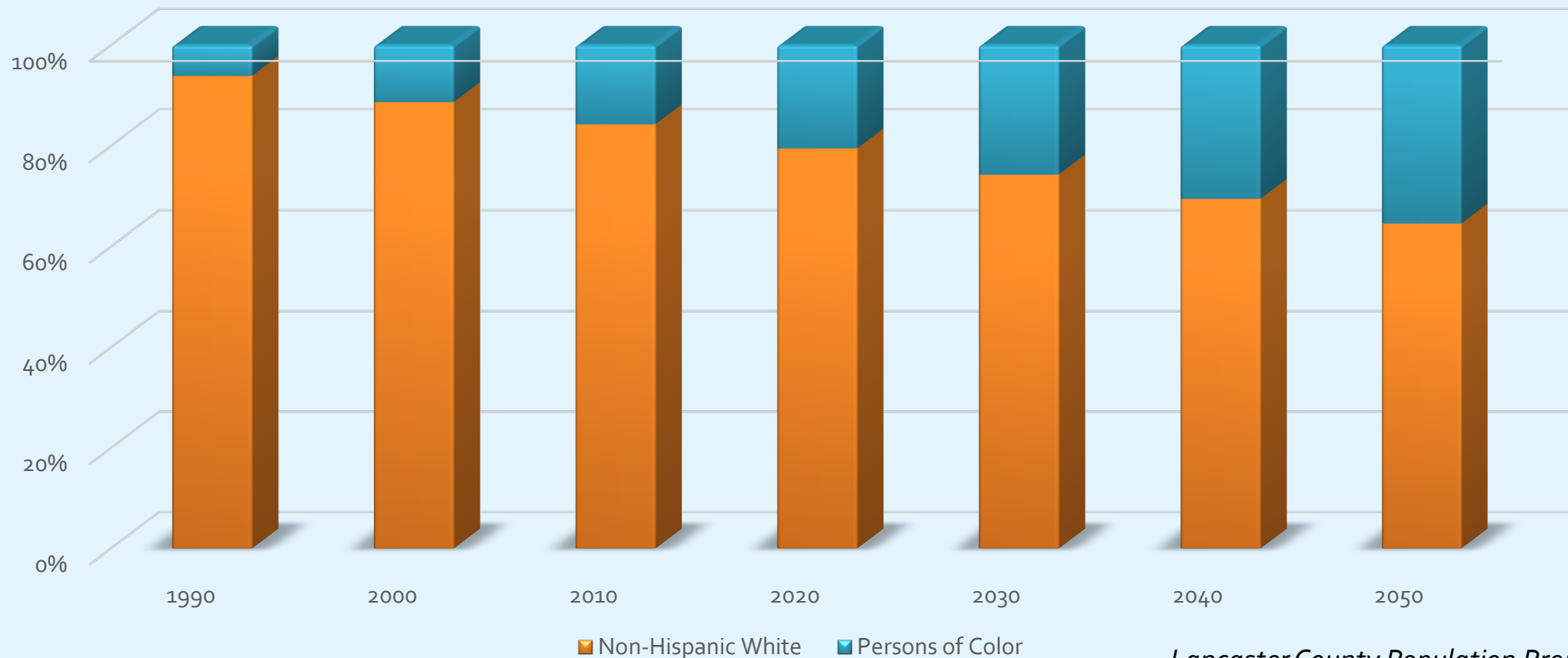




Population by Race in Lancaster County

Actual and Projected 1990-2050

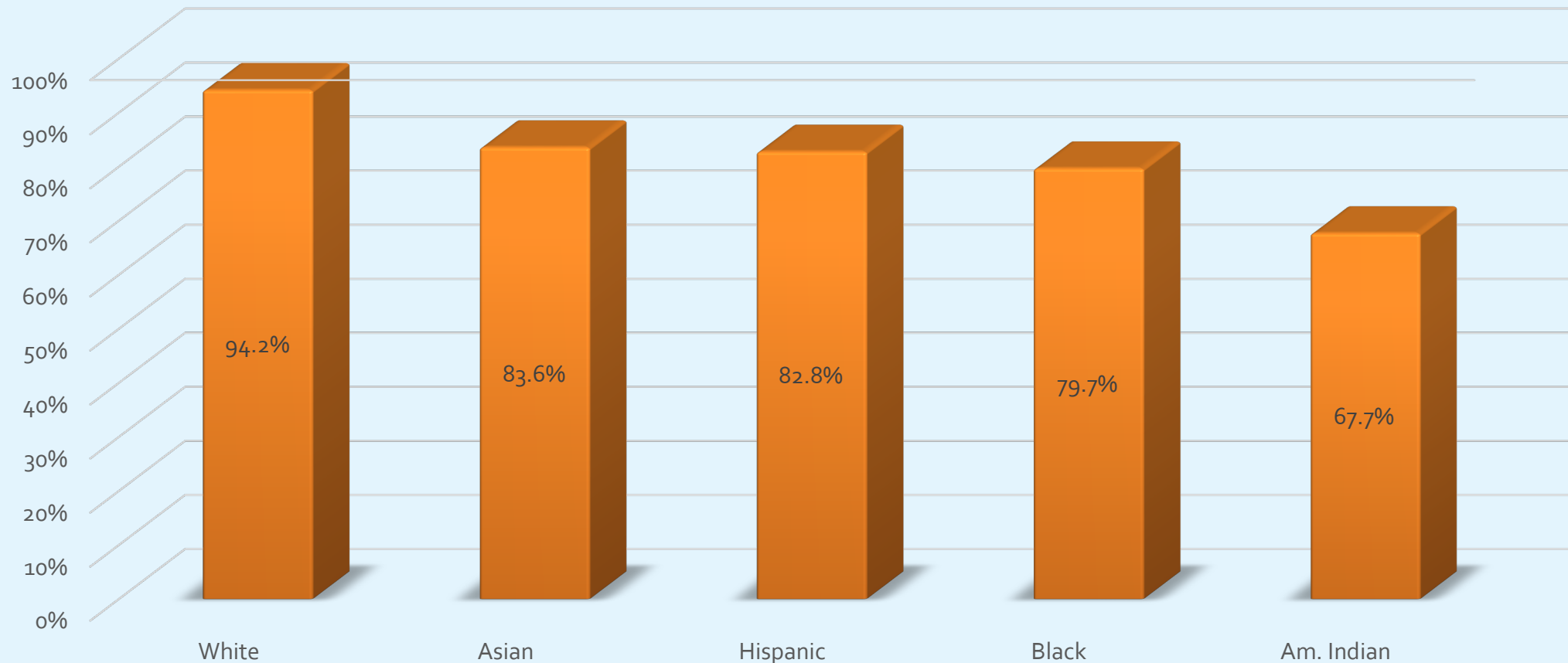


*Lancaster County Population Projections, UNO,
Center for Public Affairs Research*



First Trimester Care by Race/Ethnicity

Lancaster County, 2020



All Health Professionals

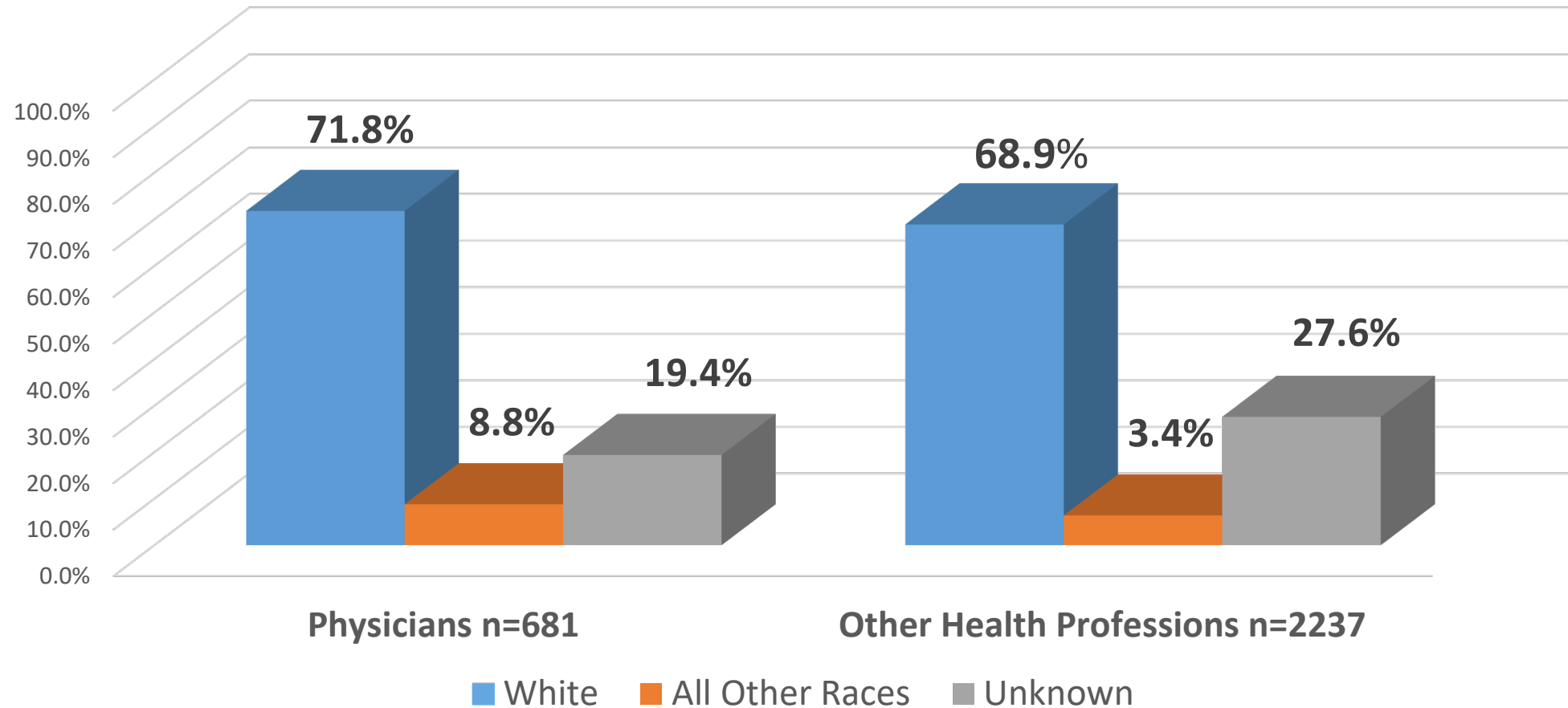
Lancaster County, NE

Specialty	#
Physician	681
Advanced Practice Registered Nurse (APRN)	411
Physician Assistant (PA)	242
Pharmacist	280
Dentist	210
Occupational Therapist	149
Physical Therapist	275
Behavioral Health	670
TOTAL	2918

Source: UNMC, Health Professions Tracking Service, 2/2023

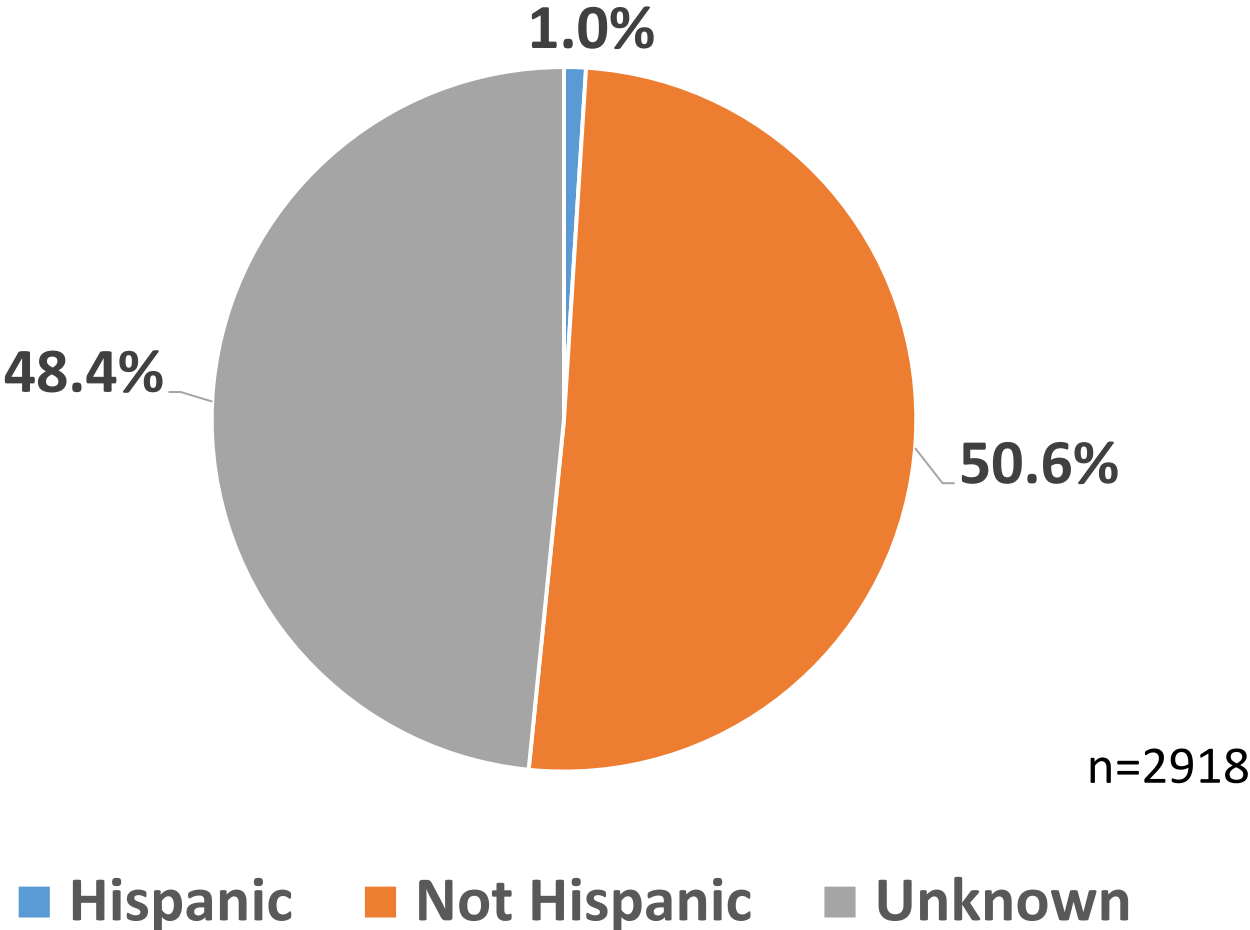
Health Professionals by Race

Lancaster County, NE



All Health Professionals by Hispanic Ethnicity

Lancaster County, NE



Source: UNMC, Health Professions Tracking Service, 2/2023

Health Equity

Bryan Health's approach to providing every patient an equitable opportunity to have a great outcome



Historical Foundation

“...To contribute to the long list of sympathetic friends, who have undertaken, at much sacrifice and work, a perpetual service to the distressed and unfortunate in this *unceasing profession to serve humanity.*”

-Bryan Memorial Hospital 20 year anniversary publication, 1946

Bryan Health Strategic Plan: Elevate 23

Strategy A: Demonstrate Quality and Value

Strategy B: Virtual Care Strategies

Strategy C: Develop the Workforce of Today & Tomorrow

Strategy D: Thoughtfully Expand our Footprint

Strategy E: Improve Community Health

DS E: Improve Community Health Tactic Teams

E1 – REaL data for patients, providers, and employees

E2 – Clinical outcome stratification in cancer screening, hypertension, and behavioral health screening

E3 – Intentional focus on workforce diversity at Bryan College of Health Sciences, providers (APPs & MDs), and leadership

E4 – Education & Affinity Groups

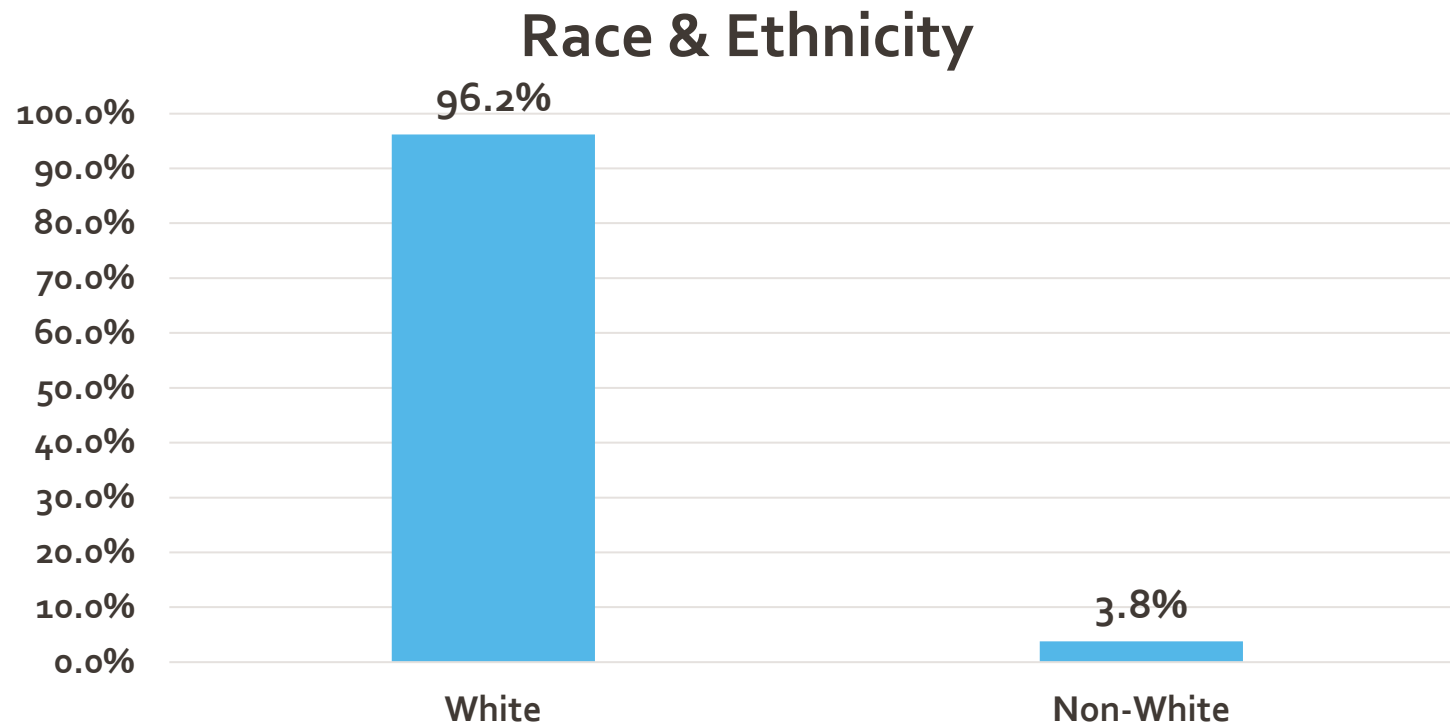
Provider Diversity

- Launched a new method of demographic information collection, August 2022
- Have approximately 1/3 of our providers demographic information and will have complete information by Spring 2024

Race/Ethnicity	Bryan Health	Lincoln/Lancaster County
White, Non-Hispanic (Ethnicity)	98%	80.1%
Hispanic/Latino (Ethnicity)	2%	7.8%
Asian	6%	4.7%
Black	1%	4.4%
Two or More	N/A	3.2%

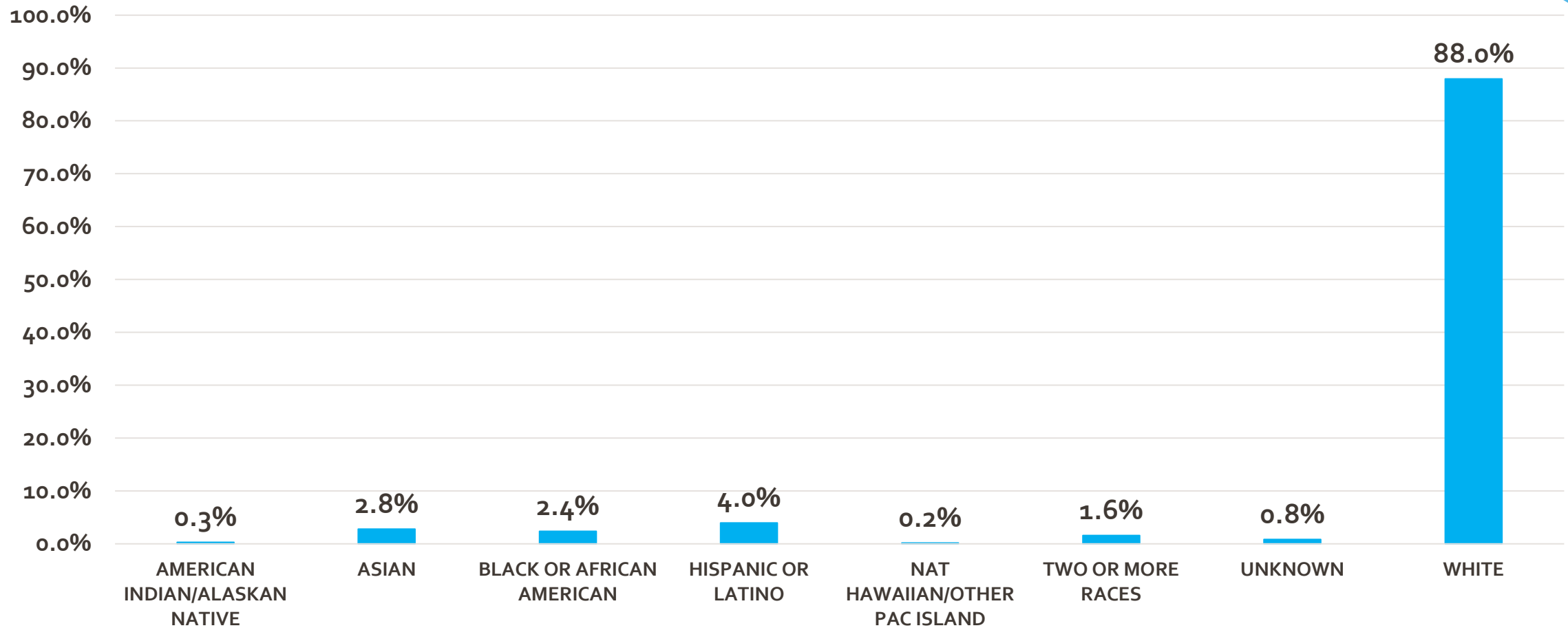
Leadership

- Senior team diversity increased over the last 6 years, both gender & by race/ethnicity
- Diversity opportunity provided through Administrative Fellowship and the pipeline created for future leadership



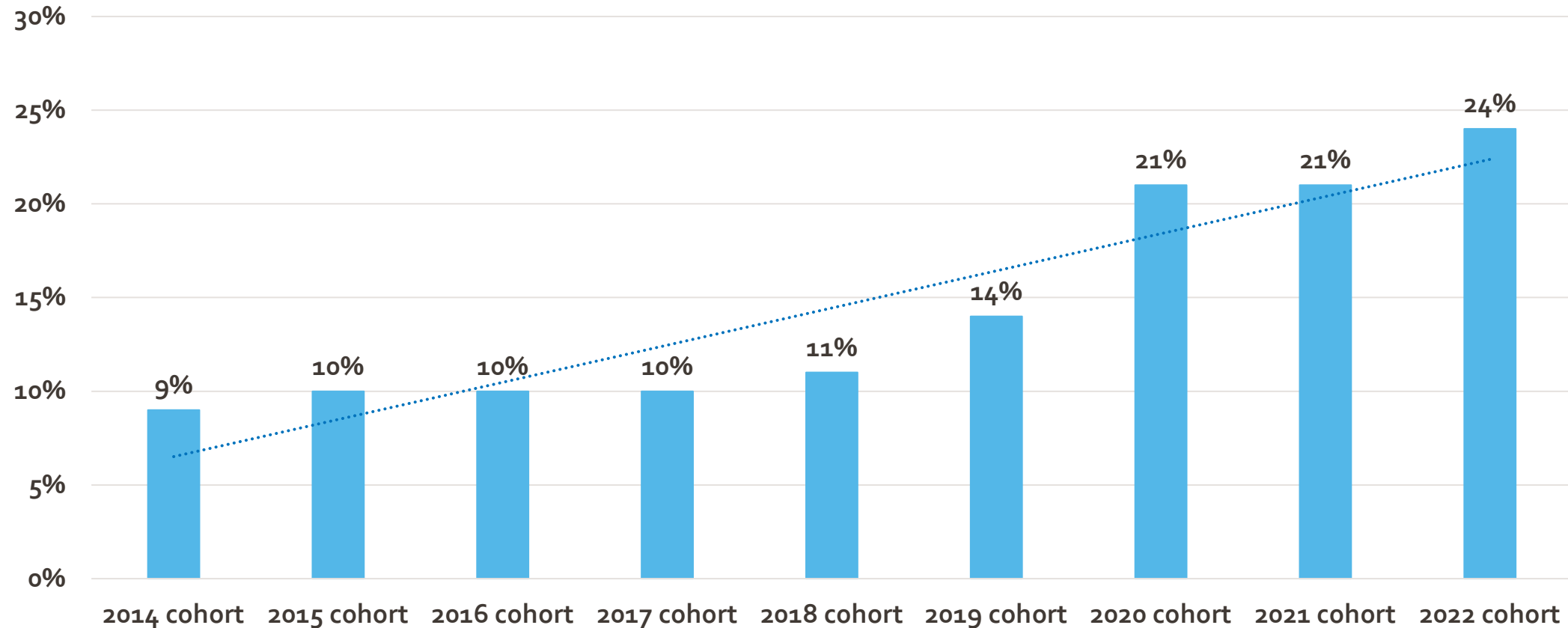
Workforce

Current Bryan Health Workforce Race & Ethnicity



Bryan College of Health Science *Student Diversity*

Diverse Student Enrollment



Forward Progress

- Increased board diversity
- Implementation of gender identity module in Epic, electronic medical record
- Unconscious bias and diversity education provided to all staff
- Hiring of diverse and bilingual staff
- Routinely connecting with community organizations to identify opportunity
- Partnership with Lincoln Literacy for ESL students to become CNA's or phlebotomist
- Lincoln Northwest High School health focus program, launched August 2022
- Regular programming on Telemundo, Radio Lobo, and Fiesta