



The Children's Hospital *of* Philadelphia®

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| EMPLOYER DIVERSITY SPOTLIGHT

WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

At CHOP, we believe that promoting and fostering diversity within an organization goes beyond the fact that it is a good thing to do. There are fundamental, practical, fiscally responsible reasons for fostering diversity that complement the rationale associated with social responsibility and equity, as organizations strive for success in an increasingly diverse society.

We are dedicated to cultivating a diverse team comprising people from many different backgrounds and experiences. The advantages of including people who can bring different perspectives and experiences to our teams are clear. Limiting our perspective limits our ability to grow and change with the fast-paced marketplace.

As we partner with organizations regionally, nationally and internationally, advancing a work environment that embraces change and differences helps us be more effective in caring for a diverse patient population, gain an advantage in recruiting the best and the brightest, improve financial performance, and enhance workforce productivity. The more we tap into employees' varied expertise, the more innovative new ideas we will generate.

At CHOP, we pay close attention to diversity, encouraging input from staff and developing teams from different backgrounds. It's important to remember that diversity is broadly defined to include race, age, culture, traditions, personality, work experience and beliefs.

DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

Yes. We leverage a CHOP Diversity Advisory Council that includes physicians, nurses, research, and business leaders to advise us on programs, policies, and services to ensure we are developing a diverse and inclusive workforce.

Our Employee Resource Groups provide our employees with a sense of connection to the broader mission of the organization beyond their day-to-day tasks. Members provide each other with an enhanced sense of belonging through broadening access to personal and professional development and growth. To learn more, visit: <http://vec.chop.edu/about/diversity-inclusion/our-initiatives/employee-resources-groups.html>

We also have career pipeline programs aimed at developing minority leaders for our organization. Furthermore, we support our community partners through our sponsorship and participation in their events in the community, in collaboration with our colleagues in CHOP's Government Affairs and Community Relations Department.

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IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

CHOP is committed to equal employment opportunity and providing reasonable accommodations to applicants with physical and/or mental disabilities. If you are interested in applying for employment and need special assistance or an accommodation to use our website or to apply for a position, you can e-mail your request to TalentAcquisition@email.chop.edu. Determination on requests for reasonable accommodation is made on a case-by-case basis.

For its employees, CHOP also adopts various policies and processes that reflect our commitment to a respectful workplace, e.g., our Rules of Conduct policy and our internal process for our employees to make requests for accommodation of their cultural and religious beliefs.

CHOP provides health benefits to eligible dependents of eligible employees, including same sex partner/same sex civil-union as recognized by state law.

WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

Please refer to the following for CHOP co-op or full-time positions:

Career Website: <http://www.chop.edu/careers>

Co-op opportunities :

- Nursing
- Biomedical Engineering
- Marketing & Communications
- Therapies (Speech, OT, Physical)
- Internal Audit
- Clinical Research
- Patient Access
- Supply Chain
- Information Services
- Public Relations
- Operations and Maintenance
- Facilities Planning
- International Medicine
- Poison Control

For more information on CHOP co-op positions, Drexel co-op students can visit SCDCOnline.