ADVANCING FULLY INCLUSIVE, INTERSECTIONAL HEALTHCARE SYSTEMS, LEADERS, AND CARE
2020 was a year unlike any other.

We missed loved ones, lost loved ones, and saw love in action as healthcare workers answered the call to serve during the largest global health crisis in our lifetimes. People of color and allies walked arm-in-arm against racism. Parents—especially working mothers—juggled careers, family obligations, and dedication to colleagues. Even as our democracy was tested, an historic election brought diverse representation to the very highest levels of government.

And through it all, The Carol Emmott Foundation stood with every woman and healthcare leader using their voices and positions to advocate for a better, more inclusive nation.

In 2020, we welcomed the largest, most diverse class of women into the Fellowship. We celebrated as every one of our current Fellows advanced in their careers. Thirteen organizations completed their first year in the Collaborative to accelerate change in their systems and throughout the industry. Weekly resilience sessions brought together Fellows and alumnae in support of each other and their own wellbeing.

Our network was also driven to action. The Fellowship Class of 2020 raised more than $50,000 in 75 days to fund a Class of 2022 Fellow. Three scholarships were awarded to the Class of 2021. And gifts from Mary Lee Dodd, the Rupert Johnson Family Foundation, and The Commonwealth Fund created even more opportunities for women leaders to participate in our programs.

As we recover from the pandemic, there is so much more work for us to do. In the coming year, we’ll develop new curricula and training, expand thought leadership, and pilot interventions that achieve equity at work.

Thank you for joining us in these efforts.

Together, we can rebuild our nation’s healthcare system with equity at its core.

Anne Mcune
CEO, The Carol Emmott Foundation
OUR NETWORK IS STRONGER THAN EVER

Even in the midst of extraordinary times, our network rose to the challenge, doubling down on efforts to advance fully inclusive gender equity in healthcare leadership.

The Foundation is comprised of two complementary programs—the Carol Emmott Fellowship and The Equity Collaborative. The Fellowship and Collaborative work together to pave a path for accomplished women leaders in health and push health systems to advance gender equity within their workforce. And while restrictions on gathering may have changed the venues for our work, it certainly didn’t slow it down.

A special thanks to our current members, as well as our founding benefactor, WittKieffer. Each member has made a three-year commitment to the Collaborative.

Cielo Healthcare
City of Hope
Dartmouth-Hitchcock Health
Froedtert Health
HCA Healthcare
Marshfield Clinic Health System
Rush Health
Sutter Health
Tufts Medical Center
University of Chicago Medicine
University of Massachusetts Medical School
University of Virginia
Vizient, Inc.
Yale New Haven Health

2020 PARTNERS
McKinsey & Company
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Center for Women in Academic Medicine and Science

HIGHLIGHTS FROM THE COLLABORATIVE

- The Equity Collaborative published three resource guides and several articles to share the research member organizations are pursuing to advance equity.
- The Collaborative added two new organizations to the cohort—Cielo and Vizient—bringing the total number of members to 14.
- Even as COVID-19 put unimaginable pressure on health systems, Collaborative members leveraged the moment of flux to catalyze action on anti-racism and anti-sexism measures.
- The team began work on an anti-racism action portal with resources for members.
- The Collaborative partnered with 100x2030, an initiative that inspires inclusive leadership in healthcare by sponsoring 100 women of color within the next decade.

As the Executive Director of The Equity Collaborative, I’ve seen the cost of inequity in the C-suite. The disregard of talented women, particularly Black women, Indigenous women, and women of color, negatively impacts patient care and stymies creativity in the halls of medicine. I’ve also seen the extraordinary impact women have when we invest in their growth.

Gayle Capozzalo, FACHE, in an article for the American College of Healthcare Executives
HIGHLIGHTS FROM THE FELLOWSHIP

• The Foundation welcomed our most diverse class yet into the Fellowship Class of 2020.
• From helping care for underserved populations in Chicago to efforts to treat California’s Latinx community during the pandemic, all fellows implemented impact projects that accelerated equity in their organizations and patient care.
• We had 18 fully sponsored Fellowships.
• We awarded three scholarships to leaders in public health and civic advocacy.
• The Class of 2020 established the Fellows Funding the Future campaign, raising more than $50,000 to create a scholarship for the Class of 2022.
• Weekly virtual sessions to foster resilience and peer support during the pandemic enabled Fellows and alumnae to stay connected.

What I saw in 2020 was courage, ingenuity, gratitude, and love. As we heal, we can continue that show of love in the workplace by reevaluating the skills our people and systems need to function best—like more emotional intelligence, more collaboration, more wellness, and less ego. The opportunities for rebirth and reimagination are limitless, and I challenge us all to recover from this moment by heeding the call of poet Amanda Gorman: “There is always light. If only we’re brave enough to see it. If only we’re brave enough to be it.”

Girlynda Gonzales
MSN, RN, CCRN, NEA-BC, Class of 2017
Vice President, Patient Care Services
John Muir Health

2020 PUBLICATIONS

Resource Guide
Gold Standard Human Resource Policies to Strengthen Inclusion and Embody Anti-Racism

YEAR ONE HIGHLIGHTS OF THE EQUITY COLLABORATIVE
JULY 1, 2019 – JUNE 30, 2020
STORIES THAT INSPIRED

BRINGING COVID-19 CARE TO CHICAGO'S MOST VULNERABLE

At the frontlines of vaccine coordination in Cook County, Illinois, Ratna Kanumury, MMSC, PA-C, ’21, has been leading efforts to respond to the pandemic in high-risk, underserved communities. As Director of Advanced Practice Program Services for Cook County Health and Hospitals System, Kanumury leveraged her close ties with other healthcare professionals and community-based organizations to ensure that low-income Chicagoans had immediate and ongoing access to care, social supports, safe housing, and the myriad resources needed to address social determinants of health.

Kanumury’s invaluable contribution to COVID relief is an extension of models that she’s been developing for years to care for individuals with complex health and social needs. During her own Fellowship experience, she worked to reduce primary care wait times for thousands of residents of the city.

Ratna Kanumury
MMSC, PA-C, Class of 2020
Director, Advanced Practice Program Services
Cook County Health and Hospitals System

FELLOWS GIVE BACK

It was during a convergence of the Fellowship that CEF4 Fellows felt a real desire to “pay it forward” to future classes and make a positive impact on equity. They decided the best way to contribute to greater workplace equity was by extending the same opportunity for learning and connection that they received through the Fellowship to other women leaders in healthcare. They launched the Fellows Funding the Future Campaign in October to raise $50,000 for a scholarship to fund the addition of a new woman in the Fellowship. Co-led by Leigh Burgess, MHA, MED, MA, and Sarah McKay, MHA, the class outraised their goal, bringing in $54,000 in just three months.

Leigh Burgess
MHA, MED, MA, Class of 2020
Chief Executive Officer
Bold Industries Group, Inc.

Sarah McKay
MHA, Class of 2020
Vice President, Perioperative Services, Surgery, and Anesthesia
Tufts Medical Center

THE BATTLE
Reflections on the Fellowship during COVID-19

For when we first met, you made me realize that it is not just me, but we are all fighting battles daily. Sometimes with the outside world; Sometimes with ourselves; Sometimes the world does not see or hear us; Sometimes we fail to see or hear ourselves.

A battle to be seen;
A battle to be heard;
A battle to be accepted for who we are and as we are!

For the stories you shared inspired me.
The stories of your daily battles;
Stories of valor, courage, and fear;
Stories when you stood up for someone, when you stood up for yourself, and for what was right;
Stories that showed your battle scars, your vulnerabilities, your strengths, and your struggles!

(Oh those hot seats!)

For what I have learnt from you is that we must keep fighting the good fight.
For this is not a battle for one or a few but a war for many;
For our opinions are worthy of being heard and must be heard;
For our presence is worth of being seen and must be seen;
For we have so much to offer as leaders and should lead!

For I am thankful for you – CEF4 and Barbara, Anne, Doug and Joanne. You have helped us see our true potential;
You have challenged us and encouraged us to keep fighting;
You reminded us never to underestimate the power of me;
And gave me the gift of a lifetime... the gift of the power of CEF4!

Ratan Milevoj
MBA, Class of 2020
Director, Innovation and Organizational Renewal
Valley Children’s Healthcare

Carol Emmott Foundation
The Foundation was designated a 501(c)(3) nonprofit organization.
We received a President’s Grant from the Josiah Macy Jr. Foundation to explore the value of professional networking to advance gender equity.
The Lloyd K. and Peggy L. Stephens Foundation invested in the expansion of the Fellowship into Oklahoma.
100% of Board members contributed to the organization.
The Wright Family became the first Legacy Circle member with their commitment to the Foundation in their estate.
IT TAKES A GREAT TEAM TO MAKE GOOD TROUBLE

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