



# Focused on People, Building Trust

CARLE HEALTH 2025

Diversity, Equity and Inclusion  
Annual Report

 [Video: DEI belongs to all of us.](#)

# EXCELLENCE Learning More to Do Better



## Multicultural Lunch and Learn

Every month, team members gather for a 30-minute **Multicultural Lunch and Learn**, focused on topics including: Black History Month; Inclusivity Updates to the Electronic Medical Record; Generational Diversity in the Healthcare Workplace; Disability and Accessibility in Healthcare; and more.

🕒 **400 Hours**

Team members across the system accumulated over 400 hours of Lunch and Learn engagement in 2025.



2025 Multicultural Lunch and Learn Speakers

## Inclusive Care at Carle Health

Every Carle Health team member participates in **antibias education** and annually completes a virtual education module on **Inclusive Care at Carle Health**. In 2025, teams across the system also participated in live education on how to become a **bias disruptor**, building skills and confidence for speaking up to challenge bias.

## Inclusive Leadership Forum

Carle Health leaders are invited to participate in a monthly **Inclusive Leadership Forum**, where they engage in interactive learning and discussion to understand the diversity in our teams and patients, to sustain a commitment to equity, and to build skills for fostering an inclusive culture.

🕒 **6,000 Hours**

*In 2025, Carle Health leaders accumulated over 6,000 hours of inclusive leadership education on topics such as: Identifying Bias in Your Workflows; Creating a Culture of Belonging; Making and Learning from Mistakes; and Prioritizing Relationships and Recognition.*

# ACCOUNTABILITY Closing Gaps with Trusted Care



The **health-equity strategy** for Carle Health emphasizes **four strategic priorities**: enhancing data collection, analysis and reporting; advancing clinical care; transforming culture to prioritize equity; and fostering community connections. Through interdisciplinary work across committed teams, projects and priorities are influenced by a **commitment to measuring and closing gaps for the communities we serve**.

## Health Equity Grand Rounds

**Health Equity Grand Rounds** at Carle Health is a monthly continuing-education series focused on educating healthcare professionals about strategies for achieving equitable, high-quality care for all. Topics have included: the importance of diversity in the healthcare workforce; strategies for challenging HIV stigma; confronting weight bias; cultural competency; and serving patients experiencing homelessness.

 **2,500+** Learners

Over 2,500 participants engaged in Health Equity Grand Rounds in 2025.



In October 2025, Carle Health partnered with Carle Illinois College of Medicine to **welcome Joseph Wright, MD, MPH, FAAP, senior vice president and chief health equity officer of the American Academy of Pediatrics**, to Urbana for an extended series of Health Equity Grand Rounds. Healthcare professionals and community members convened for a viewing and discussion of “Critical Condition – Health in Black America.”

**150+** Attendees

*On Day 2 of Dr. Wright’s visit, over 150 learners participated in his talk on equity in clinical guidance, where he reviewed research on the incorrect use of race as a biologic proxy in medicine and the resulting embedded biases in practice guidelines. Dr. Wright offered an inspiring call to action focused on how equitable care benefits all patients.*

Joseph Wright, MD, MPH, FAAP

 [Click here to register for upcoming Health Equity Grand Rounds sessions.](#)



# INCLUSIVITY Connecting to Each Other



## Carle Inclusion Connection Groups

The **Carle Inclusion Connection (CIC) program** offers dedicated spaces of connection and belonging for team members with similar backgrounds and experiences and their allies. The purpose of the CIC program is to connect team members in ways that support an inclusive healthcare workplace, and to provide opportunities for professional networking and growth. CIC groups have ongoing opportunities to **share their voice with Human Resources senior leadership** on matters impacting recruitment and retention, benefits, work environment, and professional advancement, and thus inform change and enhancement in the team member experience.

Each CIC group **works closely with a set of executive sponsors** and gathers regularly to share experiences, learn and grow together. Team members participate in CIC groups to build their skills, participate in social connections, influence organizational projects and priorities, volunteer in the communities we serve, and network across regions.

Throughout 2025, CIC group members **led interactive educational and social events**, such as a competitive trivia night, and also **represented Carle Health in the community** – for example, walking in local Pride and Juneteenth parades and hosting community flag raisings to commemorate Veterans Day. To close out the year, the groups collaborated to **host a multicultural holiday celebration**, with a team member talent show, trivia, cultural sharing and delicious food.



# COMPASSION Connecting to the Community



To be the trusted healthcare partner our communities deserve, Carle Health continues to be present and connected in every region we serve. In 2025, Carle Health supported **local events honoring Juneteenth, disability resource fairs and Pride celebrations**, offering healthcare resources and fostering community partnerships. Carle Health also sponsored the recognition of African American trailblazers in healthcare through the **Champaign County African American Heritage Trail**.



Community outreach efforts have been recognized by state and national bodies. The **Illinois Public Health Association** named Carle Health the **Community Health Worker (CHW) employer of the year** to honor the level of compassion and care provided to patients in Vermilion County. The Family Foundations program at Carle Health was recognized by the **Illinois Perinatal Quality Collaborative** as a **best implementation project** in 2025. And the Healthy Beginnings program received **national recognition for their nurse home-visiting services** that support pregnant women and their families.

**Your Voice, Your Choice:**  
AN LGBTQ+ POWER OF ATTORNEY FOR HEALTHCARE WORKSHOP

**Thursday, July 31 – 6:30 to 7:30 p.m.**  
Held Virtually via Microsoft Teams

[Click here](#) or scan the QR code to register.

As part of ongoing participation in the **Healthcare Equality Index**, Carle Health team members engage in ongoing education to provide inclusive and compassionate care to our LGBTQ+ patients. In 2025, Carle Health also **hosted a free virtual workshop for our LGBTQ+ community members on Power of Attorney and Advance Care Planning**.

**1,800 Hours**

*In 2024-2025, clinical and nonclinical teams came together to participate in over 1,800 hours of education on LGBTQ+ inclusion in healthcare to provide welcoming care to all.*

# INTEGRITY Owning Solutions to Healthcare Problems



UNSTOPPABLE  
*together*

Nurses as Change-Makers

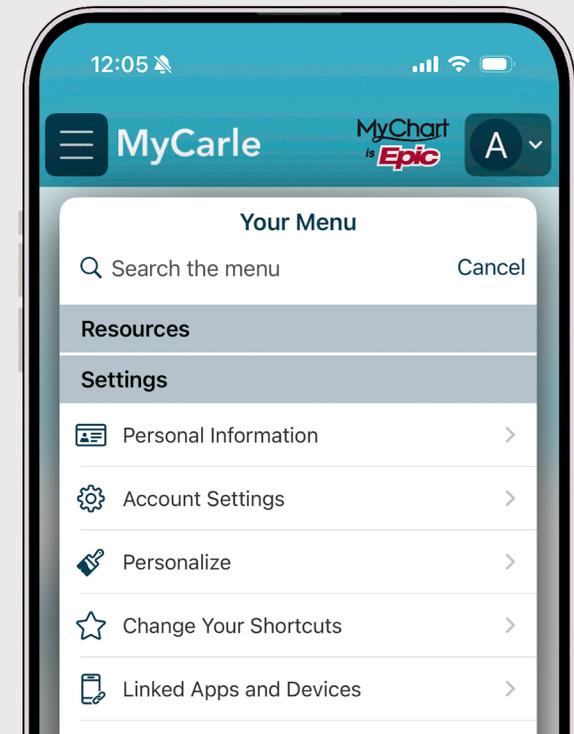
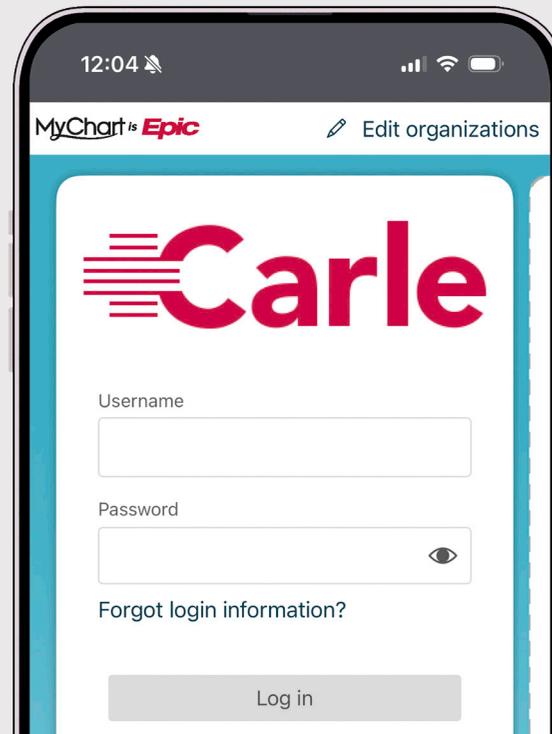


## Nurses as Change-Makers

Nursing teams at Carle Health spent 2024-2025 participating in a **20-week equity challenge**, known as **Nurses as Change-Makers**. Thanks to a \$20,000 grant from the American Nurses Association's Commission to Address Racism in Nursing, teams across the system engaged in weekly learning and discussion on strategies for providing more culturally inclusive and anti-racist care. The series concluded with a live and virtual viewing of "Everybody's Work," a documentary that sheds light on the causes of and collective solutions for racism in healthcare.

## Updating and Confirming Accurate Demographic Information

Carle Health patients are able to **update and confirm accuracy** of their demographic information by visiting the **Personal Information** menu in the digital patient portal. Patients can self-update race/ethnicity, sexual orientation and gender identity. Ensuring these identifiers are correct helps their healthcare teams understand and meet their unique needs.



# Commitment, Courage – and Advancing Our Mission

## A Message from Our CEO



At Carle Health, our commitment to being the trusted healthcare partner in the communities we serve is bolstered by our dedication to understanding the needs of diverse communities, delivering equitable care and building inclusive connections with every patient who seeks care in our system.

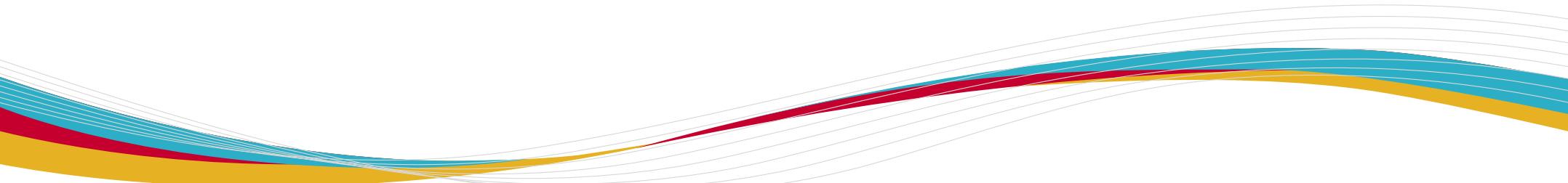
In reflecting on our progress we've made as a system in recent years, what stands out to me is the courage and curiosity of our team members and leaders who keep Carle Health moving forward.

This work belongs to all of us, and we're better as a system because of the team members who join education events to learn and to share their perspectives, the leaders who create and support a culture of belonging for our teams, the CIC groups that connect to share ideas together to influence the organization, and the collaborations across the system that help us identify and address gaps.

As a healthcare organization committed to inclusion, we're making real change for all those who count on us most. I'm truly proud of the collective and ongoing efforts that advance our mission at Carle Health.

A handwritten signature in black ink that reads "James C. Leonard MD". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

James C. Leonard, MD  
President and CEO  
Carle Health





[carle.org](http://carle.org)

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